

1 Reported from Senate May 4, 1909.

2 Read by title, ordered printed and to a first reading.

A BILL

For an Act to provide for the health, safety and comfort of employes in factories, mercantile establishments, mills and workshops in this State, and to provide for the enforcement thereof.

SECTION 1. *Be it enacted by the People of the State of Illinois, represented in the General Assembly:* That all power driven machinery, including all saws, planers, wood shapers, jointers and paper machines, iron mangles, emery wheels, ovens, furnaces, forges and rollers of metal; all projecting set screws on moving parts; all drums, cogs, gearing, belting, shafting, tables, fly wheels, flying shuttles and hydro-extractors; all laundry machinery, mill gearing and machinery of every description; all systems of electrical wiring or transmission; all dynamos and other electrical apparatus and appliances; all vats or pans, and all receptacles containing molten metal or hot or corrosive fluids in

any factory, mercantile establishment, mill or workshop, shall be so located wherever possible, as not to be dangerous to employes or shall be properly enclosed, fenced or otherwise protected. All dangerous places in or about mercantile establishments, factories, mills or workshops, near to which any employe is obliged to pass, or to be employed shall, where practicable, be properly enclosed, fenced or otherwise guarded. No machine in any factory, mercantile establishment, mill or workshop, shall be used when the same is known to be dangerously defective, and no repairs shall be made to the active mechanism or operative part of any machine when the machine is in motion.

Sec. 2. No person shall remove or make ineffective any safeguard required by this Act, during the active use or operation of the guarded machine or device, except for the purpose of immediately making repairs thereto, and all such safeguards so removed shall be promptly replaced.

Sec. 3. In every factory, mercantile establishment, mill or workshop, effective means shall be provided for immediately disconnecting the power, so that in case of need or accident, any particular machine, group of machines, room or department, can be promptly and effectively shut down.

a. Where machines require to be started and stopped frequently, they shall, wherever practicable, be provided with tight and loose pulleys, clutch or other effective disengaging device. When provided with tight and loose pulleys, the shifting of the belt shall be accomplished by the use of a belt shifter, placed within easy reach of the operator. When a clutch, or other disengaging device is used, an effective means for throwing such device into or out of engagement shall be provided, and shall be placed within easy reach of the operator.

b. Where machines are direct connected with the prime mover, (electric motor, steam, gas or gasoline engine, or other source of power), a switch, throt-

15 the, or other power controlling device shall be furnished and shall be placed
16 within easy reach of the operator, or his co-worker.

17 c. Where machines are arranged in groups, rooms or departments, and
18 power is supplied by a prime mover, located within the confines of such group,
19 room or department, a switch, throttle, or other power controlling device shall
20 be furnished, and shall be placed within easy reach of the operators affected,
21 so that all shafting, transmitting machinery and machines of such group, room
22 or department, can be simultaneously shut down.

23 d. Where machines are arranged in groups, rooms or departments, and
24 are supplied by power through the use of main or line shafts, receiving power
25 from some prime mover, located within the group, room or department, the
26 power receiving wheel of such main or line shaft, shall, wherever possible, be
27 provided with a friction clutch, or other effective power disengaging device,
28 with suitable means for operating the clutch, or power disengaging device, and
29 these means shall be placed within the confines of such group, room or depart-
30 ment, and within easy reach of the employees or operatives affected, so that all
31 machines, shafting and other transmission machinery within such group, room
32 or department, can be simultaneously shut down. In addition to such safe-
33 guard, communication, consisting of speaking tubes, electric bells, electric
34 colored lights, or other approved and effective means, shall be provided in all
35 cases covered by this paragraph, between each such group, room or depart-
36 ment, and the room in which the engineer, or prime-mover, is located, so that
37 in case of need or accident, the motive power of such group, room or depart-
38 ment can be promptly stopped or controlled.

Sec. 4. All hoist ways, hatch ways, elevator wells and wheel holes in fac-
2 tories, mercantile establishments, mills or workshops, shall be securely fenced,
3 inclosed or otherwise safely protected, and due diligence shall be used to keep
4 all such means of protection closed, except when it is necessary to have the

5 same open, in order that the said hatch ways, elevators or hoisting apparatus
6 may be used. All elevator cabs or cars, whether used for freight or passengers,
7 shall be provided with some device, whereby the car or cab may be held in
8 the event of accident to the shipper rope or hoisting machinery or controlling
9 apparatus.

Sec. 5. If any elevator, machine, electrical apparatus or system of wiring,
2 or any part or parts thereof, in any factory, mercantile establishment, mill or
3 workshop, are in an unsafe condition, or are not properly guarded, where
4 reasonable to guard the same, the owner or lessee, or his agent, superintend-
5 ent or other person in charge thereof, shall, upon notice from the Chief State
6 Factory Inspector, or the Assistant Chief State Factory Inspector, remedy such
7 unsafe condition within a reasonable time after receiving such notice.

Sec. 6. It shall be the duty of every employe working with any machinery
2 to examine the same for defects each working day when so employed. Upon
3 discovery of any defect, break or accident to machinery, he shall immediately
4 notify the owner, manager, superintendent, master mechanic or foreman in
5 charge of the factory, mill, workshop or mercantile establishment of such de-
6 fect, or accident, and it shall be the duty of such employer to remedy such con-
7 dition. Any employe who suffers an injury because of his failure to give such
8 notice shall have no right to recover damages against such employer: *Pro-*
9 *vided*, nothing in this section shall relieve the employer of his duty of inspec-
10 tion.

Sec. 7. No employe of any factory, mercantile establishment, mill or work-
2 shop, shall attempt to operate or tamper with any machine or appliance with
3 which such employe is not familiar and which is in no way connected with his
4 regular duties.

Sec. 8. The traversing carriage of any self-acting machine must not be allowed to run out within a distance of eighteen (18) inches from any fixed structure, not being part of the machine, if the space over which it runs out is a space through which any employe is liable to pass, whether in the course of his employment or otherwise.

Sec. 9. No employe shall take or be allowed to take food into any room or apartment in any factory, mercantile establishment, mill or workshop, where white lead, arsenic or other poisonous substances or injurious or noxious fumes, dusts or gases under harmful conditions are present, as the result of the business conducted by such factories, mercantile establishments, mills or workshops, and notices to this effect shall be posted in each room or apartment. Employes shall not remain in any such room or apartment during the time allowed for meals, and suitable provision shall be made and maintained by the employer, when practicable, for enabling the employes to take their meals elsewhere in such establishment: *Provided, however,* that this section shall not apply to such employes whose presence during meal hours may be necessary for the proper conduct of such business.

Sec. 10. That every person, firm or corporation employing females in any factory, mercantile establishment, mill or workshop in this State, shall provide a reasonable number of suitable seats for use of each female employe, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed, and shall permit the use of such seats at all times when such use would not actually and necessarily interfere with the proper discharge of the duties of such employes, and where practicable, such seats shall be made a permanent fixture and may be so constructed or adjusted that when said seats are not in use, they will not obstruct such female employe, when engaged in the performance of her duties.

Sec. 11. In every factory, mercantile establishment, mill or workshop, where one or more persons are employed, adequate measures shall be taken for securing and maintaining a reasonable, and as far as possible, equable temperature, consistent with the reasonable requirements of the manufacturing process. No unnecessary humidity which would jeopardise the health of employes shall be permitted.

Sec. 12. In every room or apartment of any factory, mercantile establishment, mill or workshop, where one or more persons are employed, at least 500 cubic feet of air space shall be provided for each and every person employed therein, and fresh air, to the amount specified in this Act, shall be supplied in such a manner as not to create injurious drafts, nor cause the temperature of any such room or apartment to fall materially below the average temperature maintained: *Provided*, where lights are used which do not consume oxygen, 250 cubic feet of air space shall be deemed sufficient. All rooms or apartments of any factory, mercantile establishment, mill or workshop, having at least 2,000 cubic feet of air space for each and every person employed in each room or apartment, and having outside windows and doors whose area is at least (one-eighth) of the total floor area, shall not be required to have artificial means of ventilation; but all such rooms or apartments shall be properly aired before beginning work for the day and during the meal hours. All such rooms, or apartments, having less than 2,000 cubic feet of air space, but more than 500 cubic feet of air space, for each and every person employed therein, and which have outside windows, and doors whose area is at least one-eighth of the floor area, shall be provided with artificial means of ventilation, which shall be in operation when the outside temperature requires the windows to be kept closed, and which shall supply during each working hour at least 1,500 cubic feet of fresh air for each and every person employed therein. All such rooms or apartments, having less than 500 cubic feet of air space for each and every

23 person employed therein, all rooms or apartments having no outside windows
 24 or doors, and all rooms or apartments having less than 2,000 cubic feet of air
 25 space for each and every person employed therein, and in which the outside win-
 26 dow and door area is less than one-eighth of the floor area, shall be provided
 27 with artificial means of ventilation, which will supply during each working
 28 hour throughout the year, at least 1,800 cubic feet of fresh air for each and
 29 every person employed therein: *Provided*, that the provisions of the preced-
 30 ing portions of this section shall not apply to storage rooms or vaults: *And*,
 31 *provided, further*, that the preceding portions of this section shall not apply
 32 to those rooms or apartments in which manufacturing processes are carried
 33 on which from their peculiar nature would be materially interfered with by
 34 the provisions of this section. No part of the fresh air supply required by this
 35 section shall be taken from any cellar or basement.

36 The following terms of this section shall be interpreted to mean: The air
 37 space available for each person is the total interior volume of a room, ex-
 38 pressed in cubic feet, without any deductions for machinery contained there-
 39 in, divided by the average number of persons employed therein.

40 Outside windows and doors are those connecting directly with the outside
 41 air; the window and door area is the total area of the windows and doors of
 42 all outside openings; and the floor area is the total floor area of each room.

Sec. 13. All factories, mercantile establishments, mills or workshops shall
 2 be kept free from any gas or effluvia arising from any sewer, drain, privy or
 3 other nuisance on the premises. All poisonous or noxious fumes or gases
 4 arising from any process, and all dust of a character injurious to the health
 5 of the persons employed, which is created in the course of a manufacturing
 6 process, within such factory, mill or workshop, shall be removed, as far as prac-
 7 ticable, by either ventilating or exhaust devices.

Sec. 14. All decomposed, fetid or putrescent matter, and all refuse, waste
2 and sweepings of any factory, mercantile establishment, mill or workshop,
3 shall be removed and disposed of, at least once each day, and in such a man-
4 ner as not to cause a nuisance; and all cleaning shall be done, as far as pos-
5 sible, outside of working hours; but if done during working hours, shall be
6 done in such a manner as to avoid the unnecessary raising of dust or noxious
7 odors. In every factory, mill or workshop, in which any process is carried
8 on which makes the floors wet, the floor shall be constructed and maintained
9 with due regard to the health of employes, and gratings or dry standing rooms
10 shall be provided if practicable, at points where employes are regularly sta-
11 tioned, and adequate means shall be provided for drainage, and for preventing
12 seepage or leakage to the floors below.

Sec. 15. In all factories, mercantile establishments, mills or workshops,
2 sufficient and reasonable means of escape in case of fire shall be provided, by
3 more than one means of egress, and such means of escape shall at all times
4 be kept free from any obstruction and shall be kept in good repair and ready
5 for use, and shall be plainly marked as such.

Sec. 16. All doors used by employes as entrances to or exits from any
2 factory, mercantile establishment, mill or workshop, of a height of two stories
3 or over, shall open outward, slide or roll, and shall be so constructed as to be
4 easily and immediately opened from within in case of fire or other emergency.

Sec. 17. Proper and substantial hand rails shall be provided on all stair-
2 ways in factories, mercantile establishments, mills or workshops, and the treads
3 on all stairways shall be so constructed as to furnish a firm and safe foothold.

Sec. 18. In all factories, mercantile establishments, mills or workshops, a
2 proper light shall be kept burning by the owner or lessee in all main passage-
3 ways, main hallways, at all main stairs, main stair landings and shafts, and

4 in front of all passenger or freight elevators, upon the entrance floors and upon
 5 the other floors, on every work day of the year, from the time that the build-
 6 ing is opened for use until the time when it is closed, except at times when the
 7 influx of natural light shall make artificial light unnecessary: *Provided*, that
 8 when two or more tenants occupy different floors in one building, such elevator
 9 shafts need be lighted only on the floors occupied and used by employees.

Sec. 19. No floor space or any work room in any factory, mercantile estab-
 2 lishment, mill or workshop, shall be so overloaded with machinery or other
 3 material as thereby to cause serious risk to or endanger the life or limb of any
 4 employe, nor shall there be permitted in any such establishment a load in ex-
 5 cess of the safe sustaining power of the floors and walls thereof.

Sec. 20. In all factories, mercantile establishments, mills or workshops,
 2 machines must not be placed so closely together as to be a serious menace to
 3 those that have to pass between them. Passageways must be of ample width
 4 and head room and must be kept well lighted and free from obstructions.

Sec. 21. Every factory, mercantile establishment, mill or workshop shall be
 2 provided with a sufficient number of water closets, earth closets or privies, within
 3 reasonable access of the persons employed therein, and such water closets, earth
 4 closets or privies shall be supplied in the proportion of at least one (1) to
 5 every thirty (30) male persons and one (1) to every twenty-five (25) female per-
 6 sons; and whenever both male and female persons are employed, said water
 7 closets and privies shall be provided separate and apart for the use of each
 8 sex, and plainly marked by which sex they are to be used; and no person or
 9 persons shall be allowed to use the closets or privies assigned to the opposite
 10 sex; and such water closets or privies shall be constructed in an approved man-
 11 ner and properly enclosed, and at all times kept in a clean and sanitary con-
 12 dition. The closets or privies, where practicable, shall be located so that they

13 shall have direct ventilation with the outside air; where it is impracticable to
14 locate the closets or privies so as to have direct ventilation with the outside
15 air, they shall be placed in an enclosure; and every such closet or privy shall
16 be properly and effectively disinfected and separately ventilated, and shall be
17 properly lighted by artificial light, except when the influx of natural light makes
18 artificial light unnecessary.

19 *Provided*, that nothing in this section shall be construed to prevent any
20 city, town or village, by appropriate ordinance or regulation, from prohibit-
21 ing the construction, use or maintenance in such city, town or village, of any
22 kind of earth closets, or privies, which may be considered a nuisance or det-
23 rimental to the public health.

Sec. 22. In all factories, mercantile establishments, mills or workshops,
2 adequate washing facilities shall be provided for the employes, where neces-
3 sary, and in such case in all factories, mills and workshops not less than one
4 spigot, basin or receptacle shall be provided for each thirty (30) employes;
5 and in mercantile establishments, not less than one spigot, basin or receptacle
6 shall be provided for each fifty (50) employes. Where the labor performed by
7 the employes is of such a character as to make customary or necessary a change
8 of clothing by the employes, there shall be provided sanitary and suitable dress-
9 ing room or rooms, and both such dressing rooms and washing facilities shall
10 be separately maintained for each sex.

11 *Provided*, that nothing in this Act shall be construed as abrogating or re-
12 pealing any provision of section 5 of an Act entitled, "An Act to provide for
13 the licensing of plumbers, and to supervise and inspect plumbing," approved
14 June 10, 1897, and in force July 1, 1897, or the provisions of any local ordi-
15 nance or regulation of any city, town or village, requiring approved and suf-
16 ficient methods of sanitation, light, heat, drainage or ventilation of an equal or
17 superior standard to that required in this Act.

Sec. 23. It shall be the duty of every person, firm or corporation to which the provisions of this Act may apply, to carry out the same, and make all the changes and additions necessary therefor, and in every way to comply with all the provisions of this Act, and it shall be the duty of the owner of the building in which is located any such factory, mercantile establishment, mill or workshop, to permit any alterations or additions to such building as may be necessary to comply with the provisions of this Act.

Sec. 24. Whenever, by the provisions of this Act, it is made the duty of any person, firm or corporation within this State, to make or install any alterations, additions or changes, the same shall be made and installed in conformity with the provisions of this Act, and completed within a reasonable time after notification by the Chief State Factory Inspector or his deputy.

Sec. 25. It shall be the duty of the owner or lessee, or superintendent or person in charge of any factory, mercantile establishment, mill or workshop in this State, to send to the Chief State Factory Inspector, in writing, an immediate report of all accidents or injuries resulting in death. It shall also be the duty of the person in charge of such factory, mercantile establishment, mill or workshop, to report between the 15th and 25th of each month, all accidents or injuries occurring during the previous calendar month, which entailed a loss to the person injured of fifteen (15) consecutive days' time or more. All reports shall state the cause and character of the injury, character of employment and the age and sex of the person injured. No statement contained in any such report shall be admissible in evidence in any action arising out of the death or accident therein reported:

Provided, that any such employer who shall make the reports of accidents, required by this Act, shall not be required to make such reports to any other State officer, board or commission.

Sec. 26. It shall be the duty of the Chief State Factory Inspector, and of the Assistant Chief State Factory Inspector, and deputy factory inspectors, under the direction and supervision of the Chief State Factory Inspector, to enforce the provisions of this Act, and to prosecute all violations of the same before any magistrate or any court of competent jurisdiction in this State, and for that purpose they and each of them are hereby empowered to visit and inspect, at all reasonable times, all such factories, mercantile establishments, mills and workshops in this State: *Provided*, that whenever any secret process is used in any factory, mercantile establishment, mill or workshop, the owner shall, whenever asked by the Chief State Factory Inspector or the Assistant Chief State Factory Inspector, file with him an affidavit that the owner has in all respects complied with the provisions of this Act; and such affidavit shall be accepted in lieu of inspection of any room or apartment in which such secret process is carried on.

In the enforcement of the provisions of this Act, the Chief State Factory Inspector, and the Assistant Chief State Factory Inspector, and the deputy factory inspectors, under the direction and supervision of the Chief State Factory Inspector, shall give proper notice in regard to any violation of this Act to the persons owning, operating or managing any such factory, mercantile establishment, mill or workshop. Such notice shall be written or printed and signed officially by the Chief State Factory Inspector, or the Assistant Chief State Factory Inspector, and said notice may be served by delivering the same to the person upon whom service is to be had, or by leaving at his usual place of abode, or business, an exact copy thereof, or by sending a copy thereof to such person by mail.

When general changes relative to the location and spacing of machinery or to ventilation have been made and such changes comply with the provisions of this Act, such arrangements, conditions remaining the same, shall not be

29 disturbed by any requirement of the Chief State Factory Inspector or his dep-
30 uties within the period of twelve (12) months.

Sec. 27. Any person, firm or corporation who shall, or any agent, mana-
2 ger or superintendent of any person, firm or corporation, who, for himself, or
3 for such person, firm or corporation, shall violate any of the provisions of this
4 Act, or who omits or fails to comply with any of the foregoing requirements
5 of this Act, or who disregards any notice of the Chief State Factory Inspector,
6 or of the Assistant Chief State Factory Inspector, when said notice is given in
7 accordance with the provisions of this Act; or who obstructs or interferes with
8 any examination or investigation being made by a State Factory Inspector,
9 under this Act, or any employe in any such factory, mercantile establishment,
10 mill or workshop; who shall remove or interfere with any guard or protective
11 or sanitary device, required by the provisions of this Act, except as hereinbe-
12 fore provided, or who shall violate any of the other provisions of this Act, shall
13 be deemed guilty of a misdemeanor, and on conviction thereof, shall be punished
14 for the first offense by a fine of not less than ten dollars (\$10.00) nor more than
15 fifty dollars (\$50.00); and upon conviction of the second or subsequent offense,
16 shall be fined not less than twenty-five (\$25.00) nor more than two hundred
17 (\$200.00) dollars; and in each case shall stand committed until such fine and
18 costs are paid unless otherwise discharged by due process of law.

Sec. 28. Whenever any inspection of machinery, ways, means, instruments
2 or appliances in, on, about or connected with any factory, mill, mercantile es-
3 tablishment or workshop is required to be made by the ordinances of any city,
4 town or village of a standard equal to that of this Act and the inspection re-
5 quired by such ordinances has been made, then and in every such case such
6 inspection shall be accepted by the Chief State Factory Inspector, the As-
7 sistant Chief State Factory Inspector and the deputy factory inspectors as a
8 compliance in that respect with the provisions of this Act; and it shall be the

9 duty of the person for whom such inspection has been made to furnish the
 10 Chief State Factory Inspector, or his assistant or deputies, with a copy of
 11 the report of inspection made under such ordinances.

Sec. 29. The provisions of this Act relating to sanitation and ventila-
 2 tion shall not be held to apply to such rooms or apartments of any factory,
 3 mercantile establishment, mill or workshop, which are being operated under the
 4 supervision of the federal government, by virtue of an Act of Congress en-
 5 titled, "An Act making appropriations for the Department of Agriculture for
 6 the fiscal year ending June thirtieth, nineteen hundred and seven," approved
 7 June 30, 1906, or any amendment thereof; nor shall any other of the provi-
 8 sions of this Act so apply respecting matters and conditions over which the
 9 federal government now exercises or shall hereafter exercise jurisdiction.

Sec. 30. The following terms used in this Act shall have the following
 2 meaning: The term "factory" means any premises wherein electricity, steam,
 3 water or other mechanical power is used to move or work any machinery em-
 4 ployed in preparing, manufacturing or finishing, or any process incident to the
 5 manufacturing of any article or part of any article; or the altering, repairing,
 6 ornamenting or the adapting for sale of any article. The term "mill or work-
 7 shop" shall include any premises, room or apartment not being a factory as
 8 above defined, wherein any labor is exercised by way of trade or for the pur-
 9 pose of gain in or incidental to any process of making, altering, preparing,
 10 cleaning, repairing, ornamenting, finishing or adapting for sale any article or
 11 part of any article, and to which or over which building, premises, room or
 12 apartment, the employer of the person employed or working therein has the
 13 right of access or control: *Provided, however,* that a private house or private
 14 room in which manual or other labor is performed by a family dwelling there-
 15 in, or by any of them for the exclusive use of the members of such family is not

a factory, mill or workshop, within this definition. The term "mercantile establishment" shall include all concerns or places where goods, wares or merchandise are purchased or sold, either at wholesale or retail.

Sec. 31. Copies of this Act shall be printed in English and such other languages as may be necessary to disseminate a general knowledge of the provisions herein set forth and shall be supplied by the Chief State Factory Inspector on application.

Sec. 32. For the purpose of disseminating a general knowledge of the provisions of this Act among employes, the Chief State Factory Inspector shall have prepared a notice covering the salient features of this Act, which may be in the following form:

Notice to Owners and Employes of Mercantile Establishments, Factories, Mills and Workshops.

This notice must be posted in a conspicuous place, in every office and work room of this establishment. The object of this notice is to promote the health, comfort and safety of employes, and requires their attention and co-operation.

1. All machinery when in operation is dangerous and should be considered so by the operator. It should be so protected as to offer the least possible chance for injury to those who operate it.

2. All machinery must be daily inspected by the operator, and upon discovery of any defects, notice of the same shall be given at once to any one in authority, and the machine not used until repaired.

3. All set screws or other dangerous projections on revolving machinery shall be countersunk or otherwise guarded when possible.

4. Means shall be provided and placed within convenient reach for promptly stopping any machine, group of machines, shafting or other power transmitting machinery.

21 5. Machines must not be placed so closely together as to be a serious
22 menace to those who have to pass between them. Passageways must be of am-
23 ple width and head room, and must be kept well lighted and free from obstruc-
24 tions.

25 6. All hatchways, elevator wells or other openings in floors shall be prop-
26 erly enclosed or guarded.

27 7. The premises must be kept in a clean and sanitary condition.

28 8. Ample and separate toilet facilities for each sex shall be provided, and
29 toilet rooms must be kept clean, well ventilated and well lighted.

30 9. Food must not be taken into any work room where white lead, arsenic
31 or other poisonous substances or gases are present under harmful conditions.

32 10. Proper and sufficient means of escape, in case of fire shall be pro-
33 vided, and shall be kept free from obstructions.

34 11. Poisonous and noxious fumes or gases, and dust injurious to health,
35 arising from any process, shall be removed, as far as practicable.

36 12. All employes are strictly prohibited from attempting to operate, ex-
37 periment or tamper with machines or appliances with which they are not
38 familiar and which are in no way connected with their regular duties. All
39 employes are prohibited from jumping on or off moving cars, elevators, ma-
40 chines or appliances not under their immediate charge or control. All employes
41 are prohibited from carrying to their place of work acids, chemicals or explo-
42 sives of any kind which are liable to endanger life or property.

43 13. Reports must be sent to the office of the State Factory Inspector, as
44 provided by law, and immediate notice of the death of any employe resulting
45 from accident or injuries must be sent to the same office.

46 This notice shall be printed on card board of suitable character, and the
47 type used shall be such as to make it easily legible. In addition to English,
48 this notice shall be printed in such other languages as may be necessary to

49 make it intelligible to employes. Copies shall be supplied by the Chief State
50 Factory Inspector on application, and must be posted in a conspicuous place in
51 every office and work room of every establishment covered by the provisions
52 of this Act.

Sec. 33. This Act shall take effect and be in force on and after
2 January 1, 1910.