REST BREAKS AND
THE RIGHT TO URINATE
ON COMPANY TIME

Marc Linder and Ingrid Nygaard
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Some day, perhaps, the inalienable right to rest will be the subject of litigation; but as yet this phase of individual liberty has not sought shelter under the state or federal Constitutions.

State v. J. J. Newman Lumber Co., 60 So. 215, 217 (Miss. 1913)

"We don't want to work as fast as we are able to. We want to work as fast as we think it's comfortable for us to work. We haven't come into existence for the purpose of seeing how great a task we can perform throughout a lifetime. We are trying to regulate our work so as to make it an auxiliary to our lives and be benefited thereby.

"Most people walk to work in the morning, if it isn't too far. If somebody should discover that they could run to work in one third the time, they might have no objection to have that fact ascertained, but if the man who ascertained it had the power to make them run, they might object to having him find it out."

Milton Nadworny, *Scientific Management and the Unions 1900–1932* (1955) (quoting a response by a trade union official to Frederick Taylor in 1914)

"This is a country where you have to be the master of your bladder."


(advice to a psychoanalyst, suffering from urinary trouble, newly arrived in America)

People would be in complaining about the workers and how they don't react right and they don't understand. . . . I'd say to them, "You stand in a particular place for eight hours a day, and . . . you can't even go to the can without permission. The only break you get is a ten-minute break in the morning and a ten-minute break in the afternoon. You stop for a half hour for lunch. And you're complaining . . . that they have no vision."

Ralph Helstein, former president of the United Packinghouse Workers of America,

*Iowa Labor History Oral Project (May 13, 1983)*
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This book is dedicated to the memory of Virginia Zinninger and what she stood for and would not stand for.

M.L.
I.N.