

Works Cited

Primary Sources

“100TH ANNIVERSARY OF TRIANGLE SHIRTWAIST COMPANY FIRE.” Congress.Gov, Accessed 17 Mar. 2011, www.congress.gov/congressional-record.

This is a resolution proposed to Congress to commemorate a week for the Triangle Shirtwaist Factory Fire. It talks about the significance of this event and how it impacted workplace safety. We used it in our significance section.

“5 Rules for Workplace Safety”. *US Safety Federal Posters*. <https://ussafety.us/osha-posters/>. Accessed 18 Feb. 2025.

We used a picture of a poster that talks about safety rules that need to be followed by all workers. We used it on the Rights and Responsibilities page.

A Guide to the Records of the New York State Factory..., Accessed 4 Mar. 2025, https://www.archives.nysed.gov/sites/archives/files/res_topics_bus_guide.pdf.

This website contains records of the New York State Factory Investigating Commission in the New York State Archives and Record Administration. It helped us obtain information about the Factory Investigating Commission and its details.

Adamson, Robert. "500,000,000 Worth of Smoke a Year," New York Tribune, March 22, 1914, *Chronicling America: Historic American Newspapers*. Library of Congress. Accessed 3 Jan. 2025, <https://chroniclingamerica.loc.gov/lccn/sn83030214/1914-03-22/ed-1/seq-47/>.

This digital archive provided us with a newspaper article written by Robert Adamson, the Fire Commissioner of New York City at the time, after the fire. It commemorates the Triangle Fire and addresses fire prevention reforms along with what still needs to be done. We used pictures of the article in our short-term impact section.

"After Three Years' Battle, They Get \$75 Each." *The Day Book*, March 12, 1914. *Chronicling America: Historic American Newspapers*. Library of Congress. Accessed 6 Jan. 2025, <https://chroniclingamerica.loc.gov/lccn/sn83045487/1914-03-12/ed-1/seq-7>.

We got a picture of the article showing that the \$75 per victim was paid by the liability company, not the factory owners. We put the picture in the short-impact section.

Agha, Mohamed. *Interview*. Conducted by Faqiha Faheem and Sarah Elsherbini, 15 Feb 2025.

We conducted this interview with restaurant owner Mohamed Agha, asking about safety in the kitchen, wage compensation, and previous fires. This helped us understand the perspective of a business other than a factory, which also handles fire, and the safety measures it has in place.

"America at Work: Articles and Essays: America at Work, America at Leisure: Motion Pictures from 1894-1915: Digital Collections: Library of Congress." *The Library of Congress*, www.loc.gov/collections/america-at-work-and-leisure-1894-to-1915/articles-and-essays/america-at-work/. Accessed 13 Apr. 2025.

This article educated us on why the immigrants would work these low-wage long-working jobs with bad conditions. It shows how they had no other option and had to accept whatever work was available to survive either because they were unskilled or not fluent in English.

Arywitz, Sigmund. "Survivor Oral Histories: Dora Maisler," April 12, 1957, Cornell University, ILR School, Kheel Center for Labor-Management, Documentation & Archives, Triangle Factory Fire Online Exhibit. Accessed 14 Dec. 2024.

<https://trianglefire.ilr.cornell.edu/primary/survivorInterviews/DoraMaisler.html>.

Dora Maisler is a survivor of the fire that participated in the 20,000 Uprise strike. Her interview helped confirm how workers were poorly compensated for their work and how the factory owners made all the money. We also learned from her how the strike she was on for 25 weeks was useless in the end and no change came because of it at the time.

Arywitz, Sigmund. "Survivor Oral Histories: Max Hochfield," January 20, 1957, Cornell University, ILR School, Kheel Center for Labor-Management, Documentation & Archives, Triangle Factory Fire Online Exhibit. Accessed 14 Dec. 2024,

<https://trianglefire.ilr.cornell.edu/primary/survivorInterviews/MaxHochfieldAudio.html>.

This website told us about Max Hochfield, a fire survivor. We learned from his interview about the long working hours and how he saw the fire and believed there would have been no casualties if the doors were open. He also believes that the fire was the reason legislation passed many of the laws we have now.

“Asch Building Fire Helps Better Laws.” New York Tribune, 25 Mar. 1912, p. 5. Chronicling America: Historic American Newspapers. Library of Congress. Accessed 7 Jan. 2025, <https://chroniclingamerica.loc.gov/lccn/sn83030214/1912-03-25/ed-1/seq-5/>.

This article showed how after a year of the fire, the work done by the Factory Investigation Committee helped pass the Hoey Law and many safety bills. We used a picture of the article title and a picture of the mandating of fire drills bill in our short-term impact section.

Baker, Elizabeth Faulkner. *Protective Labor Legislation: With Special Reference to Women in the State of New York*. Columbia University, 1925.

This book talks about the labor laws created over time to protect worker rights. There was a chapter that talked about the impact of the fire and the work done by the Factory Investigation Commission and how it was effective in establishing new labor laws. It helped us understand how the laws evolved over time.

Blanchette, Brian. *Interview*. Conducted by Faqiha Faheem, Noora Mahmoud, and Sarah Elsherbini, 17 Feb, 2025.

We conducted this interview with safety manager Brian Blanchette who works at Ahlstrom fiber factory. He talked about the history of the factories he owns, as well as fire safety, prevention, and evacuation plans. This interview gave us the perspective of an actual factory manager, helping us better understand the changes in workplace safety after the Triangle fire.

“Connecticut’s Official State Website.” *CT.Gov*. Accessed 3 Mar. 2025, portal.ct.gov/.

We used the wage-and-workplace standards page to learn what the minimum wage for the state of CT is. We also learned that not all employees get 1.5 their rate when they work overtime (over 40 hours). We mention this in the rights and responsibilities section.

“Cornell Ecommons :: Home.” Cornell eCommons :: Home. Accessed 3 Mar. 2025, ecommons.cornell.edu/.

This website included a part of the trial transcript questioning one of the inspectors, Isaac Stern. It showed us that the inspector did not inspect the hoses to see if they were functioning or check if the standpipes were supplying water. It helped us notice the lack of responsibility from the inspectors.

Dilling, Marshall. *National Archives and Records Administration*, National Archives and Records Administration, 1916, catalog.archives.gov/id/5685999. Accessed 2 Jan. 2025.

This is a letter from Marshall Dilling, who was the Manager of the Buck Creek Cotton Mills in Siluria, Alabama, showing his opposition to the Keating-Owen Child Labor Act because it will affect his business. We used it in the short-term impact section to show business owners’ opposition to labor laws.

Dorgan, Thomas. “Who is Responsible?.” Cornell University, ILR School, Kheel Center for Labor-Management, Documentation & Archives, Triangle Factory Fire Online Exhibit. March 28, 1911. <https://trianglefire.ilr.cornell.edu/slides/243.html>. Accessed 5 Jan. 2025.

We used several images from this website which features pictures originally published in a newspaper article, including one titled “Who is responsible?”. These images were placed throughout the different sections of our website.

ElBadr, Rajae. *Interview*. Conducted by Faqiha Faheem, Noora Mahmoud, and Sarah Elsherbini, 12 Feb, 2025.

We conducted this interview with the Human Resources Coordinator of Madina Academy Rajae ElBadr. She aided us very much, discussing many laws that protected the rights of employees and employers.

ElSherbini, Osama. *Interview*. Conducted by Faqiha Faheem, Noora Mahmoud, and Sarah Elsherbini, 4 Feb, 2025.

We conducted this interview with former CVS pharmacist Osama ElSherbini, discussing his previous experiences with CVS along with where he currently works. He also provided insight on when breaks were given as a right to employees. We used a clip of his interview in the Long-term impact section.

“Excerpt from Pauline Newman’s Unpublished Memoir, in Which She Describes the Monotony and Hardships of Garment Work.” *Jewish Women’s Archive*. Accessed 16 Feb. 2025, jwa.org/media/excerpt-from-pauline-newman-s-unpublished-memoir-in-which-she-describes-monotony-and-hardships.

This website provided an interview with Pauline Newman, who was an immigrant worker at the Triangle Shirtwaist Factory. She provided us with numerous first-hand quotes which we used in the Historical Context section.

"Girls Swear One Door Was Locked, Another Blocked: Survivors, in Affidavit to Buildings Bureau, Confirm Reports Made After Factory Disaster." New York Tribune, March 29, 1911, p. 1. Chronicling America: Historic American Newspapers. Library of Congress. <https://chroniclingamerica.loc.gov/lccn/sn83030214/1911-03-29/ed-1/seq-1/>. Accessed 1 Feb., 2025.

This article talks about how girls testified that the doors were locked and the fire exit was blocked. The surviving girls had to run through smoke and fire to get out. But still the judges found the owners not guilty.

Granick, Joseph. "Leon Stein Interviews" June 6, 1958, Cornell University, ILR School, Kheel Center for Labor-Management, Documentation & Archives, Triangle Factory Fire Online Exhibit. <https://trianglefire.ilr.cornell.edu/primary/survivorInterviews/JosephGranick.html>. Accessed 19 Dec. 2024.

This was an interview with Joseph Granick, a cutter at the factory. He described the working conditions and gave us a perspective of how some men got paid overtime. We used a quote from him in the story section.

"Group of striking women - shirtwaist workers," 1909. Library of Congress. Photograph. www.loc.gov/item/2007682973/. Accessed 10 Dec., 2024.

We got a picture of striking women taken a few years before the tragedy, showing their protest for better working conditions. It was used in the Historical Context section.

Hansen, Lee. *Connecticut's Equal Pay and Pay Equity Laws*, 3 Oct. 2019, www.cga.ct.gov/2019/rpt/pdf/2019-R-0214.pdf. Accessed 3 Dec. 2024.

This is a report from the Connecticut General Assembly that describes Connecticut's equal pay and pay equity laws. We mentioned it in our rights and responsibilities impact section.

“Home.” *DSpace*, archives.lib.state.ma.us/. Accessed 20 Apr. 2025.

This website provided an image of an act that was passed to improve the inspection of public factory buildings after the tragedy. We used it in the Historical Context section.

Humanities, National Endowment for the. “New-York Tribune. [Volume] (New York [N.Y.] 1866-1924, March 29, 1911, Image 1.” *News about Chronicling America RSS*, New York Tribune, chroniclingamerica.loc.gov/lccn/sn83030214/1911-03-29/ed-1/seq-1/. Accessed 9 Dec. 2024.

This newspaper article was published a few days after the tragedy. It helped us understand the feelings people had towards the fire. We used a picture of one of the articles in the short-term impact that talks about how girls said the door was locked.

Humanities, National Endowment for the. “San Antonio Light. [Volume] (San Antonio, Tex.) 1911-1993, December 03, 1911, Page 13, Image 13.” *News about Chronicling America RSS*, Light Pub. Co., 1911, chroniclingamerica.loc.gov/lccn/sn85060004/1911-12-03/ed-1/seq-13/. Accessed 12 Dec. 2024.

There is an article in the San Antonio Light newspaper talking about the allegations against the factory owners. We used a quote and picture from the article that summarized the allegations in our short-term impact section.

Humanities, National Endowment for the. "The Logan Republican. [Volume] (Logan, Utah) 1902-1924, April 20, 1911, Page Page Three, Image 3." *News about Chronicling America RSS*, N.R. Moore, chroniclingamerica.loc.gov/lccn/sn85058246/1911-04-20/ed-1/seq-3/. Accessed 12 Dec. 2024.

This website provided a newspaper article about the result of the Triangle fire. It provided pictures of the Asch building, displaying the horrific scene.

Jarett, Bryan. "The Federal Register." *Federal Register :: Request Access*, 2018, www.federalregister.gov/documents/2018/09/27/2018-20996/expanding-employment-training-and-apprenticeship-opportunities-for-16--and-17-year-olds-in-health. Accessed 18 Dec. 2024

This website talks about the proposal to allow 16 and 17-year-olds to operate power-operated lifts and exempt them from the list of the Department of Labor's Hazardous Occupations Orders (HOs). We used it in the long-term impact section to show opposition to existing laws.

Jewish Women's Archive. "Rose Schneiderman's April 2, 1911 Speech.", <http://jwa.org/media/excerpt-from-rose-schneidermans-april-2-1911-speech>. Accessed 7 Jan., 2025.

We got a quote from Rose Schneiderman’s speech to show how the tragedy was repeating every day and nothing was being done about it. We added it to the long-term impact section.

“Keating-Owen Child Labor Act (1916).” *National Archives and Records Administration*, National Archives and Records Administration, Accessed 3 Feb. 2025, www.archives.gov/milestone-documents/keating-owen-child-labor-act.

We talked about the 1916 Keating-Owen Child Labor Act in our short-impact section. We also got a primary source picture from the Act document and a quote from the Supreme Court finding the act unconstitutional.

Kennedy, David M. *Freedom from Fear: The American People in Depression and War*. Oxford University Press, 1999.

This book included a quote about the FLSA’s opposition from a South Carolina senator. We used this in our long-term impact section.

Leppink, Nancy. “Field Assistance Bulletin No. 2011-3.” DOL, Accessed 13 Dec 2024, www.dol.gov/agencies/whd/field-assistance-bulletins/2011-3.

This source talks about age requirements and restrictions on work under the FLSA. We used it to show how child labor was banned to protect children from hazardous employment in the long-term impact section.

“Letter to Michael and Hugh From Pauline M. Newman.” Cornell University, ILR School, Kheel Center for Labor-Management, Documentation & Archives, Triangle Factory Fire Online Exhibit. <http://trianglefire.ilr.cornell.edu/primary/letters/PaulineNewman.html>. Accessed 2 Jan. 2025.

This website contained a letter from Pauline Newman, a worker in the Triangle Shirtwaist Factory. We used it in the Historical Context section to show how workers were helpless in front of the bad working conditions.

“Max Blanck and Isaac Harris, owners of the Triangle Shirtwaist Factory,” 1910. Kheel Center, Cornell University, Image Identifier 5780pbx39ff19. <https://trianglefire.ilr.cornell.edu/slides/142.html>. Accessed 3 Mar. 2025.

This website provided a picture of Max Blanck and Isaac Harris, the owners of the Triangle Shirtwaist Factory. We used it to provide a visual reference when discussing their role in the tragedy.

“Mourning & Protest.” *Cornell University - ILR School - The Triangle Factory Fire*, trianglefire.ilr.cornell.edu/story/mourningProtest.html. Accessed 11 May 2025.

This website provided a nice summary of the trial that took place after the fire. We included a quote and a picture in the short-term impacts section.

"New York Horror to be Probed: Fire Sends Nearly One Hundred and Fifty into Eternity." *The Democratic Banner*, March 28, 1911, p. 1. *Chronicling America: Historic American*

Newspapers. Library of Congress.

<https://chroniclingamerica.loc.gov/lccn/sn88078751/1911-03-28/ed-1/seq-1/>. Accessed 18 Jan. 2025.

This article described the horrific tragedy and gave us a perspective of what people were feeling at the time. We used a picture of the article title in the Story section.

Obama. “Presidential Proclamation--100th Anniversary of the Triangle Shirtwaist Factory Fire.” National Archives and Records Administration, National Archives and Records Administration, 24 Mar. 2011,

<https://obamawhitehouse.archives.gov/the-press-office/2011/03/24/presidential-proclamation-100th-anniversary-triangle-shirtwaist-factory->. Accessed 19 Dec. 2024.

This website has what President Obama said about the Triangle Shirtwaist Factory Fire on its anniversary. It shows the significance of the event, so we put it in the long-term impact section to show its relevance today.

Occupational Safety and Health Administration, www.osha.gov/. Accessed 3 Jan. 2025.

This is OSHA’s website. We learned about OSHA’s mission and what they do. We mentioned it quite a bit in the long-term impacts section and the Rights and Responsibilities section.

Office of the Press Secretary. “Fair Pay and Safe Workplaces Executive Order.” National Archives and Records Administration, National Archives and Records Administration, 31 July 2013,

obamawhitehouse.archives.gov/the-press-office/2014/07/31/fact-sheet-fair-pay-and-safe-workplaces-executive-order. Accessed 19 Dec. 2024.

This talks about the Fair Pay and Safe Workplaces executive order that former President Obama signed. We used it in the long-term impact section to show how workplace safety is still important to this day.

“Photos & Illustrations.” *Cornell University - ILR School - The Triangle Factory Fire*, trianglefire.ilr.cornell.edu/slides/246.html#screen. Accessed 12 Feb. 2025.

We used multiple pictures from this website and included them in the short-term impacts section. It also shows a picture of a woman lying on the ground with a sign close by that said, “Operators Wanted. Inquire Ninth Floor”.

“Preliminary Report of the Factory Investigating Commission, 1912 .. : New York (State). Factory Investigating Commission : Free Download, Borrow, and Streaming.” *Internet Archive*, Albany : The Argus company, printers, 1 Jan. 1970, archive.org/details/preliminaryrepor01newyiala. Accessed 4 Dec. 2024.

This is a report from the Factory Investigating Commission (FIC), which helped us understand the actions taken after the tragedy. From page 16, we learned why the commission was established, and from page 815, we found a list of the 15 bills they recommended. We used images from this report in the Short-Term Impact section.

Shea, Richard. *Interview*. Conducted by Faqiha Faheem, Noora Mahmoud, and Sarah Elsherbini, 6 Feb, 2025.

We conducted this interview with Fire Marshall Richard Shea, talking about fire safety in different places. He addressed the importance of safety inspections, as well as talked about the Triangle Shirtwaist Factory Fire. We added clips of the interview on the Rights and Responsibilities page and quotes on the short-term impact page.

“Shirtwaist Strike & Other Strikes.” Cornell University, ILR School, Kheel Center for Labor-Management, Documentation & Archives, Triangle Factory Fire Online Exhibit. <https://trianglefire.ilr.cornell.edu/slides/274.html>. Accessed 4 Jan. 2025.

We learned about the Uprising 2000 strike that happened before the fire. We also used a picture of Pauline Newman, a Jewish Russian immigrant, from this website to add next to her quotes.

The Triangle Shirtwaist Factory Fire: The Legal Legacy,
history.nycourts.gov/wp-content/uploads/2023/11/Triangle_Shirtwaist_Factory_Fire_article.pdf.
Accessed 12 Jan. 2025.

This website provided the second report of the factory investigation. We used it to learn about the continuation of the committee’s work.

“Transcripts of Criminal Trial against Triangle Owners.” *Transcripts of Criminal Trial Against Triangle Owners*, ecommons.cornell.edu/collections/8136d906-eb78-4ec3-a806-fb745b453f26.
Accessed 23 Dec. 2024.

This website gave us access to many transcripts from the trial against the Triangle Shirtwaist Factory Owners. We used it to read through the trial and get the perspective of many witnesses.

“Triangle Shirtwaist Factory Women Strike, Win Better Wages and Hours, New York, 1909.”

Triangle Shirtwaist Factory Women Strike, Win Better Wages and Hours, New York, 1909 |

Global Nonviolent Action Database,

nvdatabase.swarthmore.edu/content/triangle-shirtwaist-factory-women-strike-win-better-wages-and-hours-new-york-1909. Accessed 22 Dec. 2024.

This website talks about the 1909 Shirtwaist Factory strike that gave workers more rights.

We used a quote from Clara Limlich in the ‘Before’ section.

User, Super. “Key Testimony Before the Fire Investigating Commission Concerning the Triangle Shirtwaist Factory Fire.” *Key Testimony before the Fire Investigating Commission Concerning the Triangle Shirtwaist Factory Fire*, www.famous-trials.com/trianglefire/963-keytestimony.

Accessed 28 Jan. 2025.

This website contains excerpts from the trial. It helped us understand how there was a lack of laws and responsibility during the time to prevent the spread of fires. We also got quotes from the questions answered during the trial by Abram Elkus, who was the Chief Counsel of the New York Factory Investigation Commission, the Labor Department Inspector G. I. Harmon, and the Fire Marshall of New York City, William Beers.

Verzoni, Angelo. “History of the National Fire Protection Association.” [Nfpa.Org](https://www.nfpa.org/news-blogs-and-articles/Blogs/2024/11/06/history-of-nfpa), Nov. 6, 2024,

<https://www.nfpa.org/news-blogs-and-articles/Blogs/2024/11/06/history-of-nfpa>. Accessed 9

Mar. 2025

This is the NFPA’s (National Fire Protection Association) website. We learned from it that they are responsible for publishing the fire safety code. We also learned from it that

factories are classified as industrial and mentioned that it is the law requiring codes and inspection of buildings to enforce safety standards in the Rights and Responsibilities section.

Weinstein, Rebecca Jane. *Mediation in the Workplace: A Guide for Training, Practice, and Administration*. Quorum Books, 2001.

This book gave us a quote about a woman whose arm got cut off at work. While having the choice not to work, she decided to continue working due to the necessity of earning money. Because it was her choice, she didn't get compensated for the injury.

Secondary Sources

“36 Work-Related Deaths Due to Environmental Heat Exposure in 2021.” *U.S. Bureau of Labor Statistics*, U.S. Bureau of Labor Statistics, www.bls.gov/opub/ted/2023/36-work-related-deaths-due-to-environmental-heat-exposure-in-2021.htm. Accessed 20 Apr. 2025.

We used this website to get a graph showing the death rates of workers due to heat from 2011 to 2021. The graph helped us see how the number of heat-related deaths changed over the years. We added it to our website to show that although changes were made, there is still more to be done.

“Abram Elkus.” *Historical Society of the New York Courts*, 26 Mar. 2019, history.nycourts.gov/biography/abram-elkus. Accessed 17 Jan. 2025.

This website gave us information about Abram Elkus, who was the Chief Counsel of the New York State Factory Investigation Commission. We got quotes from what he said and used it in the short-term impact section.

“Ag Campbell Cites Burger King and Popeyes Franchise Operators over \$2 Million for Violating Child Labor Laws and Other Workers’ Rights.” *Mass.Gov*, <https://www.mass.gov/news/ag-campbell-cites-burger-king-and-popeyes-franchise-operators-over-2-million-for-violating-child-labor-laws-and-other-workers-rights> Accessed 10 Apr. 2025.

This website explained the exposing of Northeast Foods LLC which was implementing child labor and violation of other labor laws throughout fast-food restaurants such as Popeyes and Burger King. We talked about it in the long-term impacts section.

Berkowitz, Deborah. "The Trump Administration Moves to Roll Back Child Labor Rules and Expose Teen Workers to Hazardous Jobs." *National Employment Law Project*, 26 Oct. 2018, www.nelp.org/insights-research/trump-administration-moves-roll-back-child-labor-rules-expose-teen-workers-hazardous-jobs/. Accessed 9 Feb. 2025.

This website talks about Trump's administration trying to relax one of the labor laws regarding child labor. They wanted to allow 16-year-olds to operate power-operated patient lifts, which might be dangerous. It showed us that to this day there are opposing views regarding labor laws. We mentioned this in the long-term impacts section.

BuzzFeed Unsolved Network, "The Tragic Story of the Triangle Shirtwaist Factory Fire", www.youtube.com/watch?v=MP5qn1fNfek. Accessed 4 Feb. 2025.

This was one of the first videos we watched to learn about our topic. It provided us with the basic information and a well understanding of the topic.

Caruso, Dale. "The Triangle Fire", <https://youtu.be/vus4b8FRTKM?si=KsxZ9yPbqiaRCQ1m>. Accessed 5 Dec. 2024.

This video talks about the fire and includes interviews with people who experienced the fire. We used clips talking about how they locked the doors in the story section.

CBS News, "Remembering the Triangle shirtwaist fire", <https://www.youtube.com/watch?v=4ulaG9x4GpE>. Accessed 19 Nov. 2024.

This video explains the Triangle Fire in-depth as well as the impact it had on labor laws and workers' rights. It provides a summary of the event and is a helpful source for understanding the topic better.

“Census of Fatal Occupational Injuries: History.” *U.S. Bureau of Labor Statistics*, U.S. Bureau of Labor Statistics, www.bls.gov/opub/hom/cfoi/history.htm. Accessed 2 Mar. 2025.

We learned about the Occupational Safety and Health Act of 1970, which requires businesses to document work-related injuries from this website. We used it in our long-term impact section.

“Child Labor During the Industrial Revolution”,
<https://www.studentsofhistory.com/child-labor-in-america>. Accessed 7 Feb. 2025.

We used this website to learn about the conditions of child labor during the early 1900s. We used a picture in our Historical Context section to show how children used to work at a very young age.

“Clara Lemlich Shavelson (Goldman).” *WATVNYNS*,
www.womenandthevotenys.com/1suffragists-vetted/clara-lemlich-shavelson-%28goldman%29. Accessed 6 Feb. 2025.

We used this website to learn more about Clara Lemlich (a labor organizer) who marked the beginning of the Uprising of 20,000. We also used a picture and quote from this source.

Coz, Emily Le. “CVS Pharmacist’s Death Becomes Cautionary Tale of Crushing Stress at Work.” *USA Today*, Gannett Satellite Information Network, 8 Feb. 2024,

www.usatoday.com/story/news/investigations/2024/02/08/cvs-pharmacist-ashleigh-anderson-death-rallying-cry/72406578007/. Accessed 19 Jan. 2025.

This website talks about CVS pharmacist Ashleigh Anderson dying from a heart attack at work. We got a quote from Dr. Eric Topol explaining how she would have survived if had gone to the hospital.

CVS Will Briefly Close Pharmacies so Workers Get Lunch Break | Wcnc.Com,

www.wcnc.com/article/news/nation-world/cvs-closing-pharmacies-for-lunch-breaks/507-e9026d80-42b2-4a0a-9ed6-508ee680a70a. Accessed 24 Jan. 2025.

This website provides information about the conditions of CVS workers and how they started to obtain lunch breaks. It explains how in 2022, CVS started closing pharmacies for half an hour daily and giving half-hour lunch breaks to pharmacists. This is an example of prioritizing workers over profit.

“EEOC History: The Law.” *US EEOC*, www.eeoc.gov/history/eeoc-history-law. Accessed 4 Feb. 2025.

This website talks about the history of the Equal Employment Opportunity Commission. It describes many acts that gave rights to workers and employees, dating from 1941 to 2023.

“Fail Safe vs. Fail Secure Magnetic Locks: How Do They Differ?” *Avigilon*,

www.avigilon.com/blog/fail-safe-vs-secure. Accessed 16 Apr. 2025.

This website talks about fail-safe electromagnetic locks. We compared how during the Triangle fire they chained doors shut to prevent theft, trapping workers inside. Now, modern technology like fail-safe locks prevent workers from being trapped, because they lock during normal operations, but automatically unlock during emergencies.

Fascinating Horror, “The Triangle Shirtwaist Factory Fire”,

www.youtube.com/watch?v=WlZjP6tlrHU&t=8s&ab_channel=FascinatingHorror. Accessed 4 Nov. 2024.

This was the first video we saw about this topic. We used it to learn about the Triangle fire and saw it perfectly showcased this year's theme. It intrigued us, thus leading to our project.

From the US Department of Labor, OP/ED by Jeannie Economos of the Florida Farmworkers Association. “Labor Department Cites Florida Contractor for Lack of Heat Prevention after Heat Stroke Claims 26-Year-Old Worker’s Life.” *The Apopka Voice*, The Apopka Voice, 18 Apr. 2024, theapokkavoicedotcom/stories/labor-department-cites-florida-contractor-for-lack-of-heat-prevention-after-heat-stroke-claims,81225. Accessed 20 Apr. 2025.

We used this website to gain more background knowledge about a worker who died from heatstroke in Florida. We also included a picture from it in the long-term impacts section.

“Group of Striking Women - Shirtwaist Workers. NYC. 1909.” *The Library of Congress*, www.loc.gov/item/2007682973/. Accessed 12 Jan. 2025.

We used this website to get a picture of women striking in 1909 from the Library of Congress. It showed how people would protect for better working conditions pre-tragedy.

Hirsch, Michael. "146 Lives Lost!" Cornell University - ILR School - The Triangle Factory Fire, 2018, trianglefire.ilr.cornell.edu/victimsWitnesses/victimsList.html. Accessed 18 Dec. 2024.

This website contains a list of names of the workers who died and their ages. We used it to get a count of how many children 16 and under died and used it in the Story section.

History.com, "Story of Us: Triangle Shirtwaist Fire".

https://youtu.be/UdNYqBP_5q4?si=jgnVOIPVbiiMHWxf . Accessed 2 Feb. 2025.

This video also talks about the story of the fire. We used clips from it in the story section as a visual with our writing.

Houle, Michelle M. *Triangle Shirtwaist Factory Fire: Flames of Labor Reform*. Enslow Publishers, 2002. Accessed 2 Feb. 2025.

This was the first book that we read to help us get a better understanding of the topic. It told the story of the fire and helped us to find primary sources. It also gave us many quotes.

"Int'l Ladies ' Garment Workers Union." *Zinn Education Project*, 2025.

<https://www.zinnedproject.org/news/tdih/ILGWU-strike>. Accessed 7 Feb. 2025.

This website was helpful in understanding the 1909 garment workers' strike. We also got a picture and used it in the Historical Context section.

“Investigation & Trial.” *Cornell University - ILR School - The Triangle Factory Fire*, trianglefire.ilr.cornell.edu/story/investigationTrial.html. Accessed 3 Dec. 2025.

This website educated us on the investigation and trial of the owners of the Triangle factory after the fire. We used the information on our website in the short-impact section.

Jackston, Bart. “Working Conditions during the Industrial Revolution.” *Factory Working Conditions*, 9 Dec. 2021, factoryworkingconditions.com/history/working-conditions-during-the-industrial-revolution/. Accessed 12 Jan. 2025.

This website gave us information about the working conditions during the Industrial Revolution. We used it in the Historical Context section.

Kates, Ariel. “November 22, 1909: A Frail 23 Year Old Woman Ignites the Strike of the 20,000 at Cooper Union - Village Preservation.” *Village Preservation - Greenwich Village Society for Historic Preservation*, 22 Nov. 2022, www.villagepreservation.org/2017/11/21/november-29-1909-a-frail-23-year-old-woman-ignites-the-strike-of-the-20000-at-cooper-union/. Accessed 18 Dec. 2024.

The Uprising of the 20,000 was a strike that happened in 1909, before the fire. We mentioned this in our historical context to show public outrage at bad working conditions.

Labor Law Highlights, 1915–2015, www.bls.gov/opub/mlr/2015/article/pdf/labor-law-highlights-1915-2015.pdf. Accessed 3 Jan. 2025.

This website talks about labor laws and regulations prohibiting underage children from working. We mentioned it in our long-term impact section.

Linder, Douglas. *The Triangle Shirtwaist Fire Trial*, September 24, 2024.

law2.umkc.edu/faculty/projects/ftrials/triangle/trianglefire.html. Accessed 3 Jan. 2025.

This website talks about the trial of the owners Isaac Harris and Max Blanck. We obtained information and used a picture from it.

“Lunch Break Laws by State” *Paycor*,

www.paycor.com/resource-center/articles/lunch-break-laws-by-state/. Accessed 3 Jan. 2025.

This website talks about how lunch breaks aren’t required by federal law, but some states have their own laws. We mentioned it and used a picture showing which states require employers to give lunch breaks.

Marsico, Katie. *The Triangle Shirtwaist Factory Fire: Its Legacy of Labor Rights*. Michelle Bisson, 2010.

This was one of the first books we read that really helped us understand the story and included quotes and the perspective of many of the workers, as well as the owners. It also talked about new labor laws and organizations such as the U.S. Department of Labor and how employers started prioritizing workers’ rights over profit. It also gave us laws that were passed, and we used a few pictures from it.

National Consumers League, “Triangle’s Echoes”, www.youtube.com/watch?v=xN8cjH5qfRk.

Accessed 4 Dec. 2024.

We used this video to understand the aftermath of the Triangle Fire and the continuous struggle for worker protection, safety, and health. It helped us find short term impacts.

Neill, Celeste. "The New York City Fire Department: A Timeline of the City's Firefighting History." *History Hit*, History Hit, 9 Sep. 2021, www.historyhit.com/new-york-fire-department-history/. Accessed 30 Nov. 2024

This website gave us short-term impacts for the fire incident such as the New York Bureau of Fire Prevention. We mentioned them and how they made a difference.

"Not a Chance for the Girls." *The Yakima Herald*, March 29, 1911, p.6. *Chronicling America: Historic American Newspapers*. Library of Congress. <https://chroniclingamerica.loc.gov/lccn/sn88085523/1911-03-29/ed-1/seq-6/>. Accessed 7 Jan. 2025.

This article gave a different perspective of the story, mentioning how it was common practice for the cutters to light cigarettes at the end of the day. This shows the workers responsibility for the fire and how it could have been prevented.

"NYCDATA: Disasters." *NYCdata | Disasters*, baruch.cuny.edu/nycdata/disasters/fires-triangle_shirtwaist.html. Accessed 3 Dec. 2025.

This website explained the fine of the owners of the factory, where they actually profited from the workers' death. Insurance paid them \$400 per death, where they were only fined \$75.

"NYS Open Legislation." *NYS Open Legislation | NYSenate.Gov*, www.nysenate.gov/legislation/laws/LAB. Accessed 2 Mar. 2025.

This website talks about labor laws that New York passed. It includes laws such as wage standards, child labor, and workers' compensation. We used it in our impacts sections.

Onion, Amanda, and other History.com editors. "Triangle Shirtwaist Factory Fire - Date, Significance, Cause." *History.Com*, A&E Television Networks, 9 July 2024, www.history.com/topics/early-20th-century-us/triangle-shirtwaist-fire. Accessed 18 Jan. 2025.

This was one of the very first websites we looked at to get an overview of the working conditions of the Triangle Shirtwaist Factory and what led up to it. We also got a better understanding of the significance of the incident.

Otfinoski, Steven. *The Triangle Shirtwaist Factory Fire*. Capstone Press, 2014.

This book provided detailed background and outcome information on the Triangle Shirtwaist Factory Fire. Not only was this essential information extremely beneficial to help understand the topic, but it also provided data such as statistics to express the significance of the event.

"Portrait of Theodore Roosevelt", 23 March 1909, *The Washington Times (Washington, DC)*,

Image 1. *Chronicling America: Historic American Newspapers*.

<https://www.loc.gov/resource/sn84026749/1909-03-23/ed-1/?sp=1>. Accessed 3 Mar. 2025.

We got a picture of President Theodore Roosevelt from this website to use in our Historical Context section. We included him as a visual for the story about the woman whose arm was torn off due to the uncovered gears.

Robinson, Paul H., and Sarah M. Robinson. *Crimes That Changed Our World: Tragedy, Outrage, and Reform*. Rowman & Littlefield, Rowman & Littlefield, 2020. Accessed 13 Nov. 2024

The first chapter of this book was titled “1911 Triangle Factory Fire—Building Safety Codes” and contained a summary of the tragedy and the impacts it had. We used a quote from it about the Sullivan-Hoey law in the short-term impact section and mentioned the natural gas explosion that happened at a Texas school in 1937 in the long-term impact section.

SafetyVideos.com, “Intro to OSHA from SafetyVideos.com”, www.youtube.com/watch?v=zDx3p1ovnr0&ab_channel=SafetyVideos.com. Accessed 4 Feb. 2025.

This video talks about the Occupational Safety and Health Act (OSHA) and helped us understand its importance. We used a quote from this video in the long-term impacts section.

Stein, Leon. “12. Protest.” *De Gruyter*, Cornell University Press, 15 Jan. 2011, www.degruyter.com/document/doi/10.7591/9780801462511-015/html. Accessed 18 Jan. 2025.

The website shows a page of a book we could not get access to. We used a quote from a Reverend, saying that owners used workers to make money. We used it in the short-term impact section.

“The Massachusetts Factory Act of 1877.” Online Safety Trainer, 25 May 2023, www.onlinesafetytrainer.com/the-massachusetts-factory-act-of-1877/. Accessed 19 Jan. 2024.

This website gave us information on the Massachusetts Factory Act of 1877 for safety. We used it in the historical context section.

“The Triangle Shirtwaist Fire: Difficult Lessons Learned on Fire Codes and Safety.” *ICC*, 28 Oct. 2024, www.iccsafe.org/building-safety-journal/bsj-dives/the-triangle-shirtwaist-fire-difficult-lessons-learned-on-fire-codes-and-safety/. Accessed 19 Jan. 2024.

We used this website to learn about different fire codes and safety. It also provided some background knowledge as well as helped us understand the story better.

“Triangle Shirtwaist Factory Women Strike, Win Better Wages and Hours, New York, 1909.” *Triangle Shirtwaist Factory Women Strike, Win Better Wages and Hours, New York, 1909* | *Global Nonviolent Action Database*, nvdatabase.swarthmore.edu/content/triangle-shirtwaist-factory-women-strike-win-better-wages-and-hours-new-york-1909. Accessed 2 Jan. 2025.

This website talks about the 1909 Shirtwaist Factory strike that gave workers more rights. We used a quote from Clara Limlich in the Historical Context section.

“Trump Administration Civil and Human Rights Rollbacks.” *The Leadership Conference on Civil and Human Rights*, 8 Nov. 2024, civilrights.org/trump-rollbacks/. Accessed 19 Jan. 2025.

This website had a list of labor law changes over time, where we learned how different presidents have different views regarding labor laws. President Trump repealed President Obama's Fair Pay and Safe Workplaces executive order. We mentioned it in the long-term impacts section.

“United States v. Darby, 312 U.S. 100 (1941).” *Justia Law*,
supreme.justia.com/cases/federal/us/312/100. Accessed 14 Feb. 2025.

This website addresses the Supreme Court’s case of United States v. Darby. It talks about the passing of the Fair Labor Standards Act (FLSA) of 1938 and how the Supreme Court held it as constitutional. We mentioned it in the long-term impact section.

“US Department of Labor Cites South Florida Contractor for Lack of Heat Illness Prevention Program after Heatstroke Claims 26-Year-Old Worker’s Life.” *Occupational Safety and Health Administration*, www.osha.gov/news/newsreleases/region4/04152024. Accessed 10 Apr. 2025.

This website tells us about a worker who died from heatstroke on his first day at work. This death could have been prevented if proper safety measures had taken place. We talked about it in the long-term impacts section.

User, Super. *The Triangle Shirtwaist Factory Fire Trial: An Account*,
famous-trials.com/trianglefire/964-home. Accessed 11 May 2025.

This website provided a lot of information about the trial that took place after the fire. It helped us gain perspective of different sides of the trial, and we included a quote from the defense side.

U.S. Department of Labor. *History of the U.S. Department of Labor: Regulations on Occupational Safety and Health Part 07*. U.S. Department of Labor,
www.dol.gov/general/aboutdol/history/mono-regsafepart07. Accessed 3 Feb. 2025.

This website talks about The New York Factory Investigating Commission. We used quotes from it in the historical context and short-term impact labor laws sections.

Valinsky, Jordan. “Florida Debates Lifting Some Child Labor Laws to Fill Jobs Vacated by Undocumented Immigrants | CNN Business.” *CNN*, Cable News Network, 25 Mar. 2025, www.cnn.com/2025/03/25/business/florida-child-labor-laws/index.html. Accessed 10 Apr. 2025.

This website talks about the loosening of child labor laws in Florida. We used it in the long-term impacts section and obtained a quote as well as knowledge about how new laws are being passed and how others are left behind.

Venuti, Emily. “Remembering the Binghamton Clothing Company Fire on the 108th Anniversary | WIVT - News 34.” *Remembering the Binghamton Clothing Company Fire on the 108th Anniversary*, 2021, www.binghamtonhomepage.com/news/remembering-the-binghamton-clothing-company-fire-on-the-108th-anniversary/. Accessed 24 Feb. 2025.

This website talks about a fire in a garment factory that happened in 1913. We mentioned it in the long-term impact section to show that there were other tragedies that also influenced the push for more safety laws and labor reforms.

“What Became of the Triangle Factory Owners?” *Ephemeral New York*, 23 Mar. 2015, ephemeralnewyork.wordpress.com/2015/03/23/what-became-of-the-triangle-factory-owners/. Accessed 19 Jan. 2025.

This website explained to us what happened to Max Blanck and Isaac Harris after the fire. It talks about their condition in society and how their families were affected.

“What You May Not Know about the Triangle Shirtwaist Factory Fire.” *National Museum of American History*, 3 Sept. 2018,
americanhistory.si.edu/explore/stories/what-you-may-not-know-about-triangle-shirtwaist-factory-fire. Accessed 18 Dec. 2024.

This website helped us understand the story of the fire. It mentioned that the cause of the fire was probably from a cigarette lit by one of the male cutters since women did not tend to smoke in 1911. It also showed how the owners only cared about their equipment by investing in buying insurance rather than investing in firefighting systems.

“Workers’ Rights as per OSHA.” *Certified Sites Safety*.
https://certifiedsitesafety.com/wp-content/uploads/2022/07/6-9-22-Workers_-Rights-as-per-OSHA-copy-1583x2048.jpg. Accessed 18 Feb. 2025.

We used a picture of the workers’ rights regarding OSHA from this website. It is on the Rights and Responsibilities page.

“Working Conditions.” *Working Conditions | New York Heritage*,
nyheritage.org/exhibits/immigration/working-conditions. Accessed 13 Apr. 2025.

This website tells us of the reason many immigrants would work low-wage long-working jobs. We used a picture of a time card from 1911 for Miss Jennie Hackemans, who worked for 166 hours over two weeks and earned \$16.60 for her efforts.