

Woman C.P.A.

Volume 5 | Issue 6

Article 10

8-1942

Woman C.P.A. Volume 5, Copy 6, August, 1942

American Woman's Society of Certified Public Accountants

American Society of Women Accountants

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Recommended Citation

American Woman's Society of Certified Public Accountants and American Society of Women Accountants (1942) "Woman C.P.A. Volume 5, Copy 6, August, 1942," *Woman C.P.A.*: Vol. 5 : Iss. 6 , Article 10.

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The Woman C. P. A.

JOINT BI-MONTHLY BULLETIN

of the American Woman's Society of Certified Public Accountants
and the American Society of Women Accountants

VOLUME 5—COPY 6

AUGUST 1942

The Presidents' Column

By MARY C. GILDEA, C. P. A.

On the back page of this issue will be found the program which has been arranged for the joint convention of the American Woman's Society of Certified Public Accountants and the American Society of Women Accountants. The committee feels particularly pleased to be able to present Miss Tucker and Mr. Carey as the guest speakers.

The registration desk will be opened at four o'clock on Friday afternoon, September 25, 1942, and registrations can be made any time thereafter. Members of the Chicago Chapters will be on hand to render any necessary assistance to out-of-town members attending the convention, and to act as guides to restaurants, stores, or other places of interest. Out-of-town members who wish to make reservations in advance can do so by writing Mrs. Chas. Yudell, 2656 E. 73rd Street, Chicago. We urge all members to make advance reservations if at all possible, since that will help the committee to complete arrangements.

No formal program has been prepared for Sunday afternoon. However, members who are remaining in Chicago can notify the registration desk as to any places of interest which they would like to visit and arrangements will be made to furnish them with a guide.

Don't forget the dates—September 25, 26, and 27, 1942.

Don't forget the place—Palmer House, Chicago.

By IDA S. BROO, C. P. A.

How often have you been irritated when some particularly asinine driver was encountered to hear it said "Fool women driving." This aptly illustrates the universal habit of blaming the failure of women on the fact that they are women rather than to realize that all women do not fulfill their responsibilities any more than do all men. It is true, however, that upon the manner in which women in high places discharge their obligations is judgment passed upon the whole of womankind. Such women are truly "their sisters' keepers."

Such a responsibility rests upon the shoulders of every woman C. P. A. The fact that she is "One in a Million" automatically puts her in the spotlight. Perhaps the letters C. P. A. seem commonplace to you, and the thrill you felt the first time you wrote them after your name has long since vanished, but to the young woman accountant studying and working toward that goal, you are looked up to as one who has achieved, and your every action is of vital importance.

Recognition of this fact is the primary motive activating the AWSCPA, which is facing new and serious problems. Women today are being welcomed into the profession of accountancy and it is important that they measure up to the responsibilities involved, but it is equally important that they never lose sight of the fact that when this war is over the present situation will be reversed and the place women will then occupy in the profession of accountancy will largely be determined by the manner in which they fill those places today.

The Woman C. P. A.

Published by the
American Woman's Society of Certified
Public Accountants
and the
American Society of Women Accountants

Editor.....Julia G. Norse, C.P.A.
c/o Portland Mfg. Co., Portland, Mich.
Associate Editor.....Celeste Brensley
402 Wisconsin Ave., Oak Park, Illinois

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Coast-to-Coast

Los Angeles

Dinner meetings were resumed in June with an attendance of 36 members. Mr. Kenneth Le Marinel, head of the Fire Insurance Department of Sweet & Crawford, discussed War Damage Insurance at the July meeting.

Gretchen Wells has resigned as president to take a teaching position at Santa Maria Junior College. Ruth Clark will take over the presidency and Elsie Waterman the first vice-presidency.

Spokane

"Ceiling Prices" was the subject of Mr. R. D. Tousley, Chief Merchandise Specialist of the Spokane OPA Office at the June meeting. He explained what they are attempting to accomplish through its operation in the way of keeping the cost of the war down and preventing post war collapse.

The July picnic was held at the Natatorium Park.

A recent poll indicates that 100% of our members are buying bonds; $\frac{1}{3}$ have taken the First Aid Training Course; $\frac{1}{4}$ are assisting the Local Red Cross Units and $\frac{1}{3}$ are already enrolled as members of other groups.

Chicago C.P.A.

The July and August meetings were devoted to completing the Convention Plans. Valerie Yudell, 2656 E. 73rd Street, is accepting reservations. Have you made yours?

New York C.P.A.

The New York AWS CPA Chapter held a joint dinner meeting with the New York ASWA Chapter on May 28th at the Cortile Restaurant. The final business meeting of the year was held and the following officers were elected:

PresidentHelen Lord
Secretary-Treasurer.....Rosa Grundall

Chicago

Installation of officers was held at the June meeting at Younker's Restaurant. Mr. William Cochran, former president of the National Association of Cost Accountants, spoke on "New Trends in Accounting Through Duplicating Methods."

Leaders of Tomorrow

by JANE E. GOODE, C.P.A.*

Sometime ago, Kate Smith, talking to American women, said "Here you are—the new woman, the American woman, vintage 1941—and yet the same woman, a product of the American centuries, possessing as heritage the courage to meet hardship and disaster and the determination to fight for your rights and for the ideal of democracy. You are the one woman evolved from centuries of women—you are the fulfillment of an ideal!

What are you going to be tomorrow?

You college girls of today are lovely to look at, delightful companions, intelligent students with unlimited educational opportunities. You are living in an age when, perhaps for the first time in history, the accent is definitely on youth. Youth has organized, has denounced the management of older generations, has developed amazing salesmanship in getting what it wants in public and private life. In keeping with woman's traditional capacity for work, college girls have been fighting side by side with their brothers in this battle of youth while effectively carrying on a private war of their own—the fight for equal opportunity. The fight for equal opportunity was justified and it has by no means been won although much has been accomplished. Individually and collectively, you have been interested in the doors open to you when you left college and the prospects for satisfying development in your chosen field. In the last decade, the specter that haunted men and women alike was the fear that they could not get a job, any kind of a job. And the scarcity of jobs was a perfect counterattack in the fight to keep you from advancing in business and professional fields. Economic necessity is, in my opinion, one of the basic causes

for the active and bitter resentment existing between men and women today and that resentment is one of the problems you will be called upon to solve.

Suddenly business conditions have changed. I do not know whether the present activity will last until you are able to get a firm foothold on the career ladder. Perhaps you, too, must endure the heartaches and frustrations of your older sister. But in any event, I can tell you this: No matter how big or fantastic our dreams for the future may be, they are subconsciously based on the only thing we know—the past, and no one disputes the statement that tomorrow is going to be very different from yesterday. While I see no reason why you should give up your dreams, I do ask you to develop an awareness of certain fundamentals which are never more evident than in periods of great social change. These fundamentals have a universal application whether you confine your energies to family life, or are planning a different career.

Attitude toward Work

At the top of the list is a concept of work. Do you consider it a blessing or a necessary evil? Could you view drudgery, if you had to do it, as another experience, an acceptance of discipline, a challenge to your high spirits? Would you give your best to a mediocre job, trying to see possibilities in it, or would you neglect it as much as you dared and solace your vanity with self pity? Most jobs are just about as interesting as we want them to be. The machine age has spoiled us, our parents have spoiled us. Even our schools have failed to set tasks commensurate with our real abilities or which might spur us on to greater effort. Few of us are using more than a tiny fraction of the latent powers within us. Depressions do not come because the needs of the human race have been temporarily supplied. And as long as there are needs, there are opportunities. So, in addition to a capacity for work, leaders of tomorrow must have vision.

I heard of a young woman telephone operator who was attending a motor me-

* Jane Goode (Mrs. Arthur Clifton in private life) is a Philadelphian by birth, "exiled" to California. A graduate of the University of Pennsylvania; a California CPA; former president of the Los Angeles Chapter of ASWA. Her special interests are gardening, the ASWA and music (she is vice-president of the Bach Society of Pasadena). This article is taken from the talk given to the women of the University of Southern California.

chanics course. She had already completed a parachute rigging course, was making preparation to study map reading and intended to take as many similar courses as she could in order to do a man's job if it became necessary. Now that isn't my concept of vision because a good telephone operator would be indispensable under any circumstances. In many respects, I think women are apt to be more visionary than men are, but that is a very different thing. The quality I have in mind is not monopolized by either sex. It is a realistic awareness of problems and a practical approach to the solution of those problems. The first presupposes knowledge and the second, wisdom.

Preparation for Tomorrow

Obviously this isn't any place for a discussion of knowledge. There are a few generalities, however, which should be considered in our preparation for tomorrow. It would be well to develop an insatiable curiosity about everything but not to satisfy that curiosity solely from the opinion of some authoritative person. Our own reasoning powers must be developed and trained to logical conclusions. All of us are guilty of the careless use of language which fails to express the idea we want to convey. If reading time is limited, it might be better to spend less on the best sellers and more on the masters of the English language. The adept in expression wields a power that is boundless. In the existing complex society, leaders in any field are directly influenced by the government under which they are living. With the very evident trend toward economic planning, it is imperative that every citizen take an active interest in government. An enlightened leadership, therefore, must understand another branch of knowledge—accounting. Wherever there is an exchange of services and commodities within an organization for economic, social, or political purposes, we have a business enterprise. Wherever there is a business enterprise, there is a need for accounting. It is the basis for the budget of the small home as well as that of the national government. It measures the activities of the Red Cross as well as the United States Steel Corporation and leads the management of both to a more effective control. Lord Stamp, the English

economist, told one of England's accounting societies that "a planned world could only be kept in working order by the phenomenal development of accounting; a half planned world will only be kept from chaos by almost a miracle of costing and impersonal accountancy."

We are going to need much wisdom in dealing with the difficult problems of human relationships; women especially because they haven't as yet learned to view present problems objectively. Of course, men don't either but apparently they aren't expected to! We must learn to view problems in the proper perspective. We must see them as the fate of our generation instead of as personal issues, for it is only through an adjustment to humanity, in fact to Life itself, that we may hope to have any success in our personal fortunes. And that adjustment comes in no other way than by a recognition of values, spiritual values. We may inherit property, keen minds, physical strength; we may acquire knowledge and fine ideals. But the spiritual values are not negotiable; they come from the inner experiences of our own nature. The woman's movement has come a long way and perhaps we are now approaching the final phase. At last, our goal is clear. We no longer need to do a man's work in a man's way to rid ourselves of an inferiority complex. Everything he has done, we have done and equally well. We thought we wanted independence but it brought personal pain because, in the way we used it, it meant isolation. What we really want is companionship and that is only possible when neither sex is dominant. Men and women function differently. If both understood and were true to the essence of their natures, together they might solve many of the problems now destroying them. If spiritually reconditioned, these adolescent tantrums we are suffering would cease and humanity would reach a mental maturity.

Woman's Role

It is a fact that women mature faster than men; they are more sensitive to justice; and they are far more experienced in adjustment. Women have an inherent spirituality because of their biological function, and it is by virtue of the very qualities which Nature has endowed them for that function, that they are preeminently

fitted for the role they must now play. Suffrage, education, business and professional training and experience. Everything they need to preserve the values our civilization has produced!

In these days when no individual can escape the prevailing sense of fear and insecurity, American men are going to need women for something beyond their traditional roles. If women fill that need wisely, mutual apprehension will be followed by mutual comprehension and appreciation and companionship. Side by side, each will experience the satisfaction of unrestricted personal development without which no individual can be happy.

It is up to the women to preserve the democratic ideal that people should be judged and rewarded according to individual competence and achievement. They must teach their daughters that equality means responsibility and raise their sons to neither fear nor resent woman. It is up to the women to use their talents for organization and construction. It is time they demanded more of themselves and not for themselves. It is time they accepted social responsibility instead of functioning solely as an "influence." They cannot expect equal rights while they continue to expect men to work and protect and think for them. They must support and have confidence in the work of other women. Unfailingly and in all relationships they must guard against the loss of personal dignity; curb their infantile reactions, their tendency to tear down without building up.

You college girls of today are more realistic than your older sisters. But cherish what they have accomplished for you; develop those accomplishments with your hearts as well as your heads. Think a little less about "what are the opportunities for us" and a little more about "are we doing enough." The world needs you. If you can rise above your personal egos, control your instincts and reach mental maturity, the world will make you the leaders of tomorrow.

**Have you made your reservation
for the convention?**

Accountants' Job Beckons Women

Reprint from the New York Times

Young women accountants who possess ability and "a sense of responsibility," are finding increasingly greater employment opportunities in their chosen field as a result of the progressive shortage of men accountants caused by the draft, according to Dr. Herman Feldman, dean of the City College School of Business and Civic Administration.

Dr. Feldman said figures supplied by the American Women's Society of Certified Public Accountants showed that there are only 170 certified women accountants in the nation. However, the activity of accounting associations in urging their member firms to employ women will undoubtedly increase this total.

Until the war, Dr. Feldman declared, women were virtually excluded from the profession because of the preference of employers for the numerically superior male accountants. This factor made it extremely difficult for women to meet the certified public accountant requirements of the State which demand one year of working experience before passage of the examination and two years of experience afterward.

Employment by large accounting firms will mean that women will have to maintain high standards of efficiency in all phases of the work, but post-war advantages, including the possibility of women-owned companies, will provide a great incentive.

"In this kind of a job," he declared, "a girl must not only be excellent in desk work but must be able to go into the field and investigate frauds, bankruptcies, and any irregularities in the financial conduct of a business. Not only ability but personality and a distinctly professional attitude are important assets in success."

Dr. Feldman pointed out that the employment office of the City College of Business and Civic Administration reported it had found no difficulty in placing the fifteen girls who had been recently graduated as accountant specialists. As a matter of fact, he added, the girls are demanding and getting a beginners' salary 20% larger than that usually paid to men apprentices.

The Country Accountant

By NINA HUDSON ARNOLD, C. P. A.

I remember, years ago, when the first Gregg Manual was printed, (only nine lessons by the way) there was a shorthand story to be transcribed: "Little boys do not throw stones at apple trees that bear no fruit." It would seem that women are bearing the fruit of the last decade — for the stones are being thrown. Robert Montgomery writes: "The pending tax bill in the House of Representatives contains an ominous provision which deprives women the right to make separate Returns. This is a serious problem for the wife whose salary combined with her husband's places the family income in the much higher brackets."

Women's independence should be upheld even after death according to Tim who, when asked whether it would not be better to take up a collection to pay for his mother's burial in the family lot beside her husband rather than in a pauper's grave, said, "Heck, no! Ma had no peace when Pa was living, — let 'er rest peaceful-like now she's dead." Perhaps he was afraid she might have an epitaph like her husband's: "Here lies Pease, beneath this sod. Pease shelled out and went to God."

In 1869, the 19th Amendment to the Constitution of the United States stated: "The right of citizens of the United States to vote shall not be denied . . . on account of sex." Yet in 1931, Justice Holmes of the Superior Court said "women had, through man-made laws been raised from chattels." "So what?" in the 1942 street parlance.

War, not peace, is drawing the world closer. Childhood geography was a sort of Alice-in-Wonderland to us; but Dutch Harbor, Aleutian Islands, Pearl Harbor are a real, living chain. We women, whether or not we have sons to send to any of the thousands of isles of the sea are more than "chattels." The men who have gone to fight have made it necessary that women should not only have property rights but should earn enough wherewithal to keep them intact.

The world was wide. At least, Tim thought so — he went ten miles on horse back to the Ferry — and some one pushed him on and untied the rope, so that he

was obliged to cross the Connecticut. Then he was pushed off to wait until time for the return trip. "Gosh! If the world is as big this side as 'tis 'tother, it's a tooter." But, when he set foot again on 'tother side, he exclaimed, "Jumping joopers, I'm glad ter be back in God's kentry."

Although not apropos here, yet while speaking of Tim, who stuttered and even more so when he had his last tooth pulled. "Why don't you get some store teeth, Tim?" "Me? Store teeth? No sirræ! I wore my Ma's after she died, — for one day, and my mouth's been sore ever since."

The past year reels like a roller coaster. This fast-moving war-time means Forms A, B, and every other letter to be made in conformity with Price Administration, Production Requirements, etc.; questions demanding quick, correct answers. Oliver was keen with his answer when he was walking along Middletown Streets, and, confronted by the fun-making Wesleyans, who imitated, in turn, the cow, sheep, rooster and other farm noises. "Wa'al," drawled Oliver, "when I came to town, I thought I'd put up the bars, but I guess I didn't, for all the critters are up here."

This coherent desire to win, through Victory Gardens or taking summer boarders so as to buy Bonds, influenced one Summer Camp Owner to divorce her husband who was useless as farm-help. With a determination to overcome any, shall we say psychological difficulty, took to herself another spouse "who can milk a cow and feed the chickens." She was not so particular as Oliver who advised one lover: "Always examine her teeth. That's the only way to tell do-si-do about her disposition,—leastwise that's the way with hosses."

In indexing the Probate Records, I found one First Settler had written in his Will: "I give and bequeath to my beloved wife, Jerusha, in whom I am well pleased—nothing." Another left his wife the privilege of using one-half the kitchen stove, the right to cross the kitchen to the back stairs to her bed-room, and up and down as occasion demanded—and half the cow." But he did not specify which half.

Capital Gains and Losses

By RUTH A. CLARK, C. P. A.

Since the enactment of the Income Tax law in 1913, the Treasury Department has endeavored to adopt provisions for a fair and equitable tax on Capital Gains and Losses. Special rules have been provided for computing the income from the sale or exchange of a capital asset.

Under the law applicable to the year 1941, capital gains and losses were classified as short-term and long-term. Capital assets held for less than eighteen months are classified as short-term, over eighteen months, as long-term.

Short-term capital gains are taxable in full both by individuals and corporations. Short-term capital losses are deductible only to the extent of short-term capital gains. However, the balance of the loss may be carried over to the succeeding year and may be applied against a net short-term capital gain. The carry-over is limited to one year.

Long-term capital gains are not taxable in full. If held less than twenty-four months, only 66% of the gain is taken into account. If held over twenty-four months, only 50% of the gain is taken into account.

After computing the percentage limitation, the balance is taxable at the same rates as other income with the exception that the maximum tax rate would not be in excess of 30%. Under the 1941 law, this alternate method is not advantageous to the taxpayer unless his net income exceeds \$12,000.

In reality, the maximum rate on long-term capital gains held over twenty-four months does not exceed 15% as the 30% top rate is applied against only 50% of the gain.

While short-term capital losses are allowed only to the extent of short-term capital gains, long-term capital losses can be offset against any income after applying the percentage limitations. However, the alternative method applies also to long-term capital losses and provides that such losses cannot reduce the net income by more than 30% of the loss after applying the percentage limitations.

Effective with the year 1940, the capital

gains and losses of corporations are subject to the same provisions as individuals except that the percentage limitations on long-term capital gains and losses do not apply to corporations. Beginning with the year 1940, the \$2000 limitation on capital losses no longer applies to corporations. An asset may be sold at any time and the entire loss offset against any income.

The necessity of keeping accurate records as to the length of time an asset has been held is important. First, the length of time held decides whether the gain or loss is short-term or long-term. This is important in the case of a corporation for the reason that a long-term capital loss is deductible in full while a short-term capital loss can only be applied against a short-term capital gain. In the case of an individual, in addition to determining whether short-term or long-term, the length of time held determines the percentage to be used in computing the amount subject to tax. The law and regulations provides methods of determining the period for which Capital Assets are held.

In the case of a husband and wife, it may be more advantageous to file joint returns if capital losses are sustained. When husband and wife file a joint return, they are considered as one taxpayer. Short-term capital losses of either can be applied against any short-term capital gains. Long-term capital losses can be offset against any income of either spouse.

In order to take advantage of the capital gains and losses provisions, it is necessary that there be a sale or exchange of a capital asset as set forth in the law. Also the property must be considered a capital asset in accordance with the provisions of the law.

The taxation of Capital Gains and Losses has always been a very controversial subject. Some changes in the method of taxing Capital Gains and Losses are proposed in the 1942 Tax Bill presented to the House by the Ways and Means Committee. However, except for the first few years after the enactment of the Amendment in 1913, the gain on the sale of Capital Assets has been given Preferential Treatment, including the proposed 1942 Act.

Accrued Taxes

By EMMA K. BENGSTON, C. P. A.*

It is not easy to reconcile the income tax rulings on the accrual of property taxes and capital stock taxes with the plan of the accrual system. Thus for the purpose of the 1941 income tax, in the case of a Nebraska corporation on the calendar year accrual basis, the following conditions and applicable rulings might arise:

1—A lease may have been entered into for one year on May 1, 1941. The allowable deduction for 1941 would not be the amount of the liability incurred on May 1st. It would be the amount of rent for eight months.

2—On its personal taxes the ruling is that such taxes, which are based on an assessment made as of April 1, 1941, which may be paid in two installments, December 1, 1941, and July 1, 1942, without penalty or interest, accrue, become a liability, and are an allowable deduction on April 1, 1941, even though the amount is not determined for several months.

3—Its capital stock tax which is payable in July, 1942, is ruled to be an accrued liability and an allowable deduction as of July 1, 1941, even though the estimate which may be made December 31, 1941, may be out of date by the time of payment, and the estimate made July 1, 1941, is still further outmoded.

In the above illustration, three different periods of twelve months each enter into the computation of the 1941 income tax. Naturally the expense of the lease covers the period from May 1, 1941, to May 1, 1942. Just as naturally does it seem that the personal tax runs from April 1, 1941, to April 1, 1942, and the capital stock tax from July 1, 1941, to July 1, 1942. If the property which is the basis of the personal tax is disposed of in March, 1941, no tax is assessed on April 1st. The tax was not accruing during the preceding year. The capital stock tax which is considered to be accruable on July 1, 1941, was not accru-

ing before that date.

Under the accepted procedure that "all expenses and costs which are a proper charge against the earnings of one period should appear in the same period" (Montgomery), a bookkeeper would probably apportion the expenses named above as follows: Three-fourths of the personal taxes would be chargeable to the period from April 1st to December 31st, 1941, and one-fourth to the period from January 1st to March 31st, 1942. One-half the estimated capital stock tax payable in July, 1942, would be chargeable to the period from July 1st to December 31st, 1941, and the remainder to the period from December 1st to June 30th, 1942. Two-thirds of the total consideration of the lease would be chargeable to the last eight months of 1941, and one-third to the first four months of 1942.

The bookkeeper would probably adopt one of two methods:

1—On May 1, 1941, the liability under the lease would be set up, and a deferred charge would be the offsetting entry. On April 1, 1941, the estimated liability for the personal tax would be set up, and on July 1, 1941, the estimated liability for the capital stock tax, and deferred charges would be the offsetting entries. Month by month one-twelfth of the rent and estimated taxes would be applied to operations and the deferred charge reduced accordingly. On December 31, 1941, there would be included among liabilities, assuming that payments had been met promptly, one-third of the consideration of the lease, one-half of the amount of the personal tax, and the entire estimated amount of the capital tax. Deferred charges would include one-third of the consideration of the lease, one-fourth of the personal tax, and one-half of the estimated capital stock tax.

2—No liability would be set up at the beginning of the three 12-month periods. The monthly payments for rent would apply directly to the month's operation. The personal tax would be accruing month by month, beginning April 1, 1941, and the estimated capital stock tax would be accruing month by month beginning July 1, 1941. On December 31, 1941, there would

* Emma Bengston has taught in country schools and worked in a small town bank. She was county treasurer a year to fill a vacancy. Being partial to mathematics in school, she thought accounting a likely place to put it to use. By opening up her own public accounting office, she is putting to work her belief in the theory that it is good for a person to give up being an employee after they reach thirty.

be an accrued liability for personal tax of one-fourth of the total, assuming the one-half to have been paid December 1st, and an accrued liability for one-half the estimated capital stock tax.

It seems reasonable that if a tax is ruled to be a definite liability on a certain date and an accrual on that date, then a one-year lease or a five-year lease or any other contract becomes an accrued liability, and therefore an allowable deduction when the contract is entered into; and under such conditions the purpose of the accrual plan is defeated. The question may be whether the property tax and the capital stock tax do cover a one-year period or whether they are one-day casualties. If these taxes help bring to the public and to the tax-paying corporation the benefit of good government throughout the year, it would seem reasonable that they are applicable to one year's operations; and that for 1941 income tax purposes the allowable deduction on account of the capital stock tax to a corporation on the calendar year accrual basis would be the amount of tax payable in July, 1941, less the amount accrued at the close of 1940 (if that accrual was based on the taxpayer's best judgment and according to a consistent plan year by year) plus the accrued tax on December 31, 1941.

★ ★ ★

News from Members

Gretchen Wells is to teach all the accounting classes at Santa Maria Junior College, Santa Maria, Calif.

Jane Goode spoke on "Accounting as a Profession" at the George Washington High School of Los Angeles.

LaVerne Nettle was chosen the delegate from U.S.C. to the national convention of the Phi Chi Theta at the University of Wisconsin. Billie Hamill Erickson, president of the local alumnae chapter, also attended.

Henrietta Bullock recently became manager of the Portland office of the Great Western Coffee Company.

Barbara Bateman has again been chosen State Treasurer of the Business and Professional Women's Club.

Una Clark has accepted a position with the Spokane Paper and Stationery Company.

Betty Crippen, Ruth Clark, Gretchen Wells and Jane Goode attended all the sessions of the California Convention of C.P.A.'s held at the Hotel Ambassador in Los Angeles in June.

Anna Erfurth is now working for Halley, Taylor & O'Connor at Spokane.

News come from Detroit that Price, Waterhouse & Co. has asked the Walsh Institute of Accountancy to send to it all women interested in public accounting.

The Mailbag

"... I can't bring myself to close this without mentioning the questions and suggestions for group discussions contained in the last *Bulletin*. I feel very strongly that it is not too early for this kind of discussion, the more the better. There is such a tremendous amount of educating to be done. It's going to take a tremendous amount of sacrifice to bring about a world in accordance with the Atlantic Charter, and the pronouncements of Vice-President Wallace and Sumner Welles.

That world may seem somewhat Utopian—yet it is the only sort worth fighting for and which gives any hope of real peace for the future. Therefore, altho I liked the suggestions for group discussion, I couldn't help but feel that they "missed" somehow; that they were concerned with the trimmings while we should be getting at the root of the matter.

For instance, why discuss the lowering of our standard of living in terms of the rest of the world on any basis but that it will have to be lowered temporarily at least in order to bring about "freedom from want" throughout the world. What we have to learn is that it will be part of our sacrifice and that we're going to take it and like it, if we stand behind the four freedoms.

We're in the midst of a world revolution and not just a battle between nations. Conditions which existed before the war are not going to return—and should not! The change has already started and in fact has made considerable progress. Prejudices and entrenched privileges are already on the way out and will not return if we really mean what we say these days—and, we haven't begun to scratch the surface, when it comes to mass education for a new world. Of course, I assume, in my remarks, a victory for the United Nations, and that is still a long, long way off. . . ."

New Members and Changes of Address

Miss Alice M. Blanchard, C.P.A.
c/o Wm. Nusbaum, 100 State St., Room 1041
Albany, N. Y.
Mrs. Ruth G. Kimhed
2707 Jackson St., San Francisco, Cal.
Anna Erfurth
1633 South H. St., Spokane, Wn.
Mrs. Caroline Brady
524 E. 7th Ave., Spokane, Wn.

Employment Opportunities for Women in Business in the Post-War Period

By VIRGINIA M. DOERR

When peace is declared, our nation will be confronted with four major problems: (1) Reversion to peace-time production, (2) Demobilization of the armed forces, (3) Reduction of the speeded-up tempo of war-time production to the normal level, and (4) Rehabilitation in our own country and in Europe to restore normal living conditions.

Every industry or business that has engaged directly in the production of war-goods will face the necessity of revamping its entire production schedule in reverting back to the manufacture of those goods which formerly comprised the normal output, regardless of whether the goods were for the use of the consumer or the producer.

The problem of reversion is of little significance unless further analysis is made and some of its implications are considered. The worker on the job will have to re-adjust himself to the performance of new tasks or tasks he has not performed for some time. Machinery that had been put aside during the war will be set up again, and where needed, adjustments and repairs will be made to get it in working condition. Equipment that had been converted to the production of war-goods will be reverted to its former use. All machinery or equipment that has become obsolete or worn out will be replaced by new, modern equipment.

Companies that have expanded temporarily to meet excessive war demands will relinquish additional branches or departments which had been set up for that specific purpose. Plants that arose out of a war need will close. Plants that closed as a result of war conditions will re-open.

To prevent disturbances in the post-war period, management will have to function effectively and efficiently in bringing about the above-mentioned adjustments. A new production schedule will be established, the probable demand will have to be estimated and the amount of output that can meet that demand will have to be determined. To execute these tasks skillfully, management will have to integrate and correlate all the factors of production. Management

would be lost in a maze of confusion if it were not for the well-trained office staff that can render invaluable services during the readjustment period. In this connection also, the well-trained accountant who can compile data, compute trends, analyze and interpret figures, and make estimates will be indispensable.

The second major problem listed was that of demobilization of the armed forces and providing a place for the returning men in society. The majority of these men will seek their former positions or alternative jobs. Many will pursue further education or vocational training. Others will remain in the Service. Immediately we wonder whether there will be sufficient jobs available for all these men. Many of the women in business and industry who accepted temporary employment for the duration will leave their jobs to re-establish homes. From this standpoint, additional jobs will be available. With the cessation of war-goods production, it would seem that an unemployment hazard would arise. However, as already mentioned, this will be largely offset by the demand for labor in alternative industries which are opening again to produce consumers' goods.

The women in business who have permanent jobs and wish them to remain so, can not be looked upon with disdain for holding positions rightfully belonging to the returning forces. Originally, a need arose for trained office workers. Women met this need. The men were already occupied, so did not compete with the women for these jobs, nor did the women displace any male office workers. In the post-war period there will be no competition for these jobs. Few, if any, of the returning men will have the necessary skills and training to perform the various tasks of office positions. It would in all probability be unwise for women to relinquish office positions to provide employment opportunities for the returning men. As previously mentioned, the skilled and experienced office staff will be indispensable to management in the post-war adjustment period.

The third major problem mentioned was that of reducing the keyed-up tempo of war-time production. At the present time, most industries are operating at capacity production, causing the volume of production to be greatly above normal. A statement such as this is not actually realistic. It would be better to say the volume of production in certain fields is greatly above normal, for in some lines it has been considerably decreased and in other lines, completely curtailed.

Undoubtedly when the war is over, peak-load operations will cease and normal operations will be restored. At first thought it would seem that this would result in unemployment, since capacity production will not be necessary. It must be remembered, however, that the great demand for goods that were forgone during the war will prevent any drastic decline in the total volume of production. In all probability the business index in the post-war period will remain considerably above normal. The most difficult problem will be that of preventing the index from rising to the inflationary boom level with the resultant collapse and primary post-war depression.

The fourth major problem listed was that of rehabilitation. Rehabilitation will have been effected when the three problems already discussed have been overcome and also when those goods essential to everyday life that have been forgone during the war are once again produced and made available for public consumption.

In discussing these problems no attempt has been made to analyze each in detail. It has been the purpose of this report to consider in general some of the implications of the post-war problems as related to employment opportunities for women in business. Thus, some of the reasons have been presented why it may be expected that post-war employment opportunities for business women will be enhanced.

All our human resources must contribute to bringing about readjustment efficiently. As we realize during the war, the best way to utilize human resources is for each individual to do that which he can do best—let us likewise keep this in mind in the post-war period.

Is This the Right Time To Attack Married Women's Separate Property Acts?

From a letter by

Robert H. Montgomery, C. P. A.

The attack has started. A real danger threatens. The Treasury says: "Let's have joint returns — England required it." But the Treasury fails to disclose that England does not tax capital gains and husbands there are still the favored spouse in more ways than one. Let's work out our own tax laws.

Germany seems to be returning to barbarism and denial of individual rights but this is no reason for the United States to follow suit.

In the case of *Hoepfer v. Tax Commission of Wisconsin*, decided in 1931 by the U. S. Supreme Court, Justice Roberts said: "Since, then, in law and in fact, the wife's income is in the fullest degree her separate property and in no sense that of her husband, the question presented is whether the state has power by an income-tax law to measure his tax, not by his own income but, in part, by that of another. To the problem thus stated, what was said in *Knowlton v. Moore*, 178 U. S. 41, is apposite:

"We have no doubt that, because of the fundamental conceptions which underlie our system, any attempt by a state to measure the tax on one person's property or income by reference to the property or income of another is contrary to due process of law as guaranteed by the 14th Amendment. That which is not in fact the taxpayer's income cannot be made such by calling it income."

The pending tax law should not monkey with uncertain and highly vulnerable subjects of taxation. Let the law be clear and certain and the full burden will be met, maybe not cheerfully, but surely with no thought of evasion.

Over several hundred years the question of women's rights (if any) was debated, sometimes temperately and oftentimes the opposite. Courageously the women asserted their God-given rights, equally just from any fair man's viewpoint. Finally justice prevailed and the rights of women to vote, to hold office and to retain possession of their separate property were established, it was assumed, for all time.

CONVENTION PROGRAM



AMERICAN WOMAN'S SOCIETY OF CERTIFIED PUBLIC ACCOUNTANTS

and the

AMERICAN SOCIETY OF WOMEN ACCOUNTANTS



Palmer House :: Chicago



Friday, September 25, 1942—

- from 4 p.m.—Registration Fee \$3.00
- 7:30 p.m.—Joint meeting of AWSCPA and ASWA
Committee Reports
Round Table Discussions

Saturday, September 26, 1942—

- 8:30 a.m.—Breakfast meeting of Board of Directors of AWSCPA
Breakfast meeting of Board of Directors of ASWA
- 10:00 a.m.—Joint meeting of AWSCPA and ASWA, followed
immediately by business meeting of ASWA.
- 1:00 Luncheon \$1.50
Guest speaker—B. Fain Tucker, Attorney, President
of Woman's Bar Association of Chicago. Miss
Tucker will discuss women's legal problems
caused by the war.
- 2:30 p.m.—Business meeting of AWSCPA
- 7:30 p.m.—Dinner \$2.50
Guest speaker—John L. Carey, Secretary of the
American Institute of Accountants and Editor
of the Journal of Accountancy.

Sunday, September 27, 1942—

- 10:30 a.m.—Brunch \$1.50



Reservations may be made with Mrs. Chas. Yudell, 2656 E. 73rd Street, Chicago