The Ladies' Garment Worker, Volume 2, Issue 2

International Ladies' Garment Workers' Union (ILGWU)

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The Ladies’ Garment Worker, Volume 2, Issue 2

Description
First published in April 1910, The Ladies’ Garment Worker was the official publication of the International Ladies’ Garment Workers’ Union (ILGWU) through 1918. The journal appeared monthly and included sections in English, Italian, and Yiddish. The Ladies’ Garment Worker was discontinued at the end of 1918 and replaced in January of 1919 by the new weekly journal of the ILGWU, Justice.

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Publisher
International Ladies' Garment Workers' Union (ILGWU)
What We Have Achieved.

The stock argument generally used by opponents of organized labor is that strikes result in an enormous loss in wages, and therefore should not be resorted to. But, in our case, though it was prolonged for two months, the improvements brought about as a direct result of the strike are morally and materially incalculable beyond comparison with the loss in wages. The existing state of things prior to the strike called for a great upheaval, such as this was, in order to eradicate them. The great evils from which the employees suffered required drastic measures and it was precisely the vast extent of the uprising that brought the employers to recognize the evils and express their willingness to remedy them.

The Protocol of settlement with the manufacturers' Association was signed on September 2nd and a final arrangement was effected some two weeks later. We quote here briefly the concessions granted. These will show the extent and nature of the evils abolished:

1. Undertaking to install electric power for operating of machinery and no charge for power to be made. (2) No charge for materials. (3) Uniform and minimum deposits of one dollar. (4) Abolition of homework. (5) Abolition of subcontracting within shops. (6) A leveling up of wages, which according to the lowest average estimate, amounts to 25 or 30 per cent. (7) A normal working day consisting of 9 or 50 hours per week, instead of the formerly indefinite number of hours arbitrarily determined by the employers. (8) Six days work per week, and no work on any of the legal ten holidays for which, however, week-workers are to be paid a regular weekly pay day, payment in cash instead of checks. (9) No overtime between the 15th of November and the 15th of January, nor more than two and a half hours a day; nor Saturdays or Sundays; nor before 8 A.M. or after 8.30 P.M.; Week workers to be paid double pay for overtime. (10) Maintaining a union shop with union standards as to working conditions (in the words of the protocol: "the manufacturers declare their belief in the union, and that all who desire its benefits should share its burdens") (11) Establishing a Joint Board of Sanitary control. (12) Establishing a Board of Arbitration, no strikes or lockouts to take place until all matters in dispute have been submitted to said board. (13) Establishing a grievance committee.

In the manner of preparation, declaration management and final victory, the cloakmakers strike was unique in the history of the trade union movement. Its influence spread rapidly to all parts of the country and created a strong desire for organization, even among the workers of other trades.

Our Locals Outside of New York.

Hitherto we have referred to New York City exclusively because it was here that the electrified atmosphere was destined to burst the storm which ultimately had a purifying effect on outlying places. We were, however, no less active throughout the country as far as circumstances permitted. In Philadelphia the Ladies' Waist Makers followed the example of their sister local in New York with more or less success. In other places, notably Boston, Mass., Baltimore, Md., and Cleveland, Ohio, the year 1909 beseeched our conflicts which, because they were undertaken without the exercise of due caution, shared the fate of similar ventures.

But our original success in New York City has immediately stimulated our members all over the land. In Philadelphia three local unions in the cloak trade amalgamated in order to combine their energy and extend their field of operations. Quite a number of our organizers have been plowing the field since, with excellent results. Our membership is increasing rapidly, and our local unions are spreading their influence over a wider area every day.

Our Local Unions in New England.

In Boston, Mass., the Cloak Makers' Union, Local No. 56, is in a flourishing condition. During the general strike in New York, the members of Local 56 rendered good services in preventing strike work from being performed in their shops. Their alertness considerably helped their own organization. Their shops are practically union shops without any signed agreements, but by the sheer will of the employees. This is a good example of what can be effected by loyalty and determination. To our great regret we cannot say this of the Ladies' Tailors, Local 45. Owing to adverse circumstances this union and the Waist Makers, Local 46, are in a backward state, yet not without hope for the future. We have also quite a number of new locals in Boston, which are doing fairly well.

Another local union which might be taken as an example, is that recently chartered, at Worcester, Mass. As soon as this union was organized its members began doing practical work in electing shop delegates, and thus securing complete control of the shops. Our Worcester members are moreover interested in other branches of the trade existing in that city, and may before long plant the banner of trade unionism in their midst.

In Baltimore our Local Union No. 4 has been suffering from the consequence of a hasty and ill-conceived general strike which had crippled all its energies for some time. This taught our members there a lesson which is destined to stand them in good stead in the future. We have since come to their assistance, both morally and financially, with the result that the union is gradually returning in strength.
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Our Locals in the Middle West.

In the State of Ohio, notably Cleveland and Cincinnati, our local unions have come to realize a state of organization for which they have been striving for some years. After the regrettable failure of the strike at Prince-Biederman, the movement was partially lagging behind, until the Convention at Boston and the strike at New York revived the hopes of the local leaders and brightened the prospects of the movement. Thanks to the indefatigable efforts of Vice-President Greenberger and to the passing visits of President Rosenberg and General Organizer Weinberg, a system of organization and administration has been installed in Cleveland which augurs well for the future.

In Chicago, Ill., the union movement among the workers of our trade has recently made much headway. Early in the year the Ladies' Tailors, Local 71, successfully introduced an eight hour working day. The Cloakmakers, Local 44, have made good progress and have an excellent system of internal administration destined to be of great service during the upward movement which is now in contemplation. A vigorous agitation has been started by the pressers Union, Local 76, for the abolition of subcontracting from which they suffer. This may ere long culminate in a general strike and abolishing the evil system, root and branch.

Several local unions have been formed in St. Louis, Mo. From reports to hand, these promises are long to draw into their organized ranks the workers in the trade and to secure improved conditions of labor.

Our Far Western Locals.

The Ladies' Tailors Union, Local 47, of Denver, Colo., formed some nine months ago, has since risen to a good account of itself. The small and restricted field is in favor of the union, which has already established shorter hours, good wages, and a certain respect for the organized employees.

Our Influence Has Now Penetrated As Far West As California.

Some months ago, a local union of Ladies' Tailors had been formed in Los Angeles, Cal., and during December we issued a charter to the Cloak Makers of San Francisco. Originally, before the earthquake, we had a well organized local union in that city and there is no reason why the new union should not prosper even more than its predecessor, since its affairs are in good reliable hands.

Canada.

For many years the situation in Canada has been one of indifference to the International Union. During the last decade several attempts have been made to organize the Ladies' Garment Workers in Montreal and Toronto along independent lines. The local leaders who have been permeated with an exaggerated idealism and contemplated the future rather than the living present, had a rooted objection to any alliance with a union affiliated with the American Federation of Labor and managed as a practical undertaking. But 1910 saw the end of this continual longing for the utopia, which in the past has taken the place of practical trade unionism. The great victory in New York City has opened the eyes of Canadian brethren to new possibilities, and a change of view rapidly followed.

At their request, the independent unions of Montreal and Toronto have recently been visited by President Rosenberg and General Organizer Weinberg and have since joined our International Union.

Numerical and Financial Growth.

The Strike had the effect of organizing large masses of employees all along the line and the membership of our International Union has since gone up about 400 per cent. No less than thirty locals have been chartered during the year, of which 35 have been initiated since last September. Our New York locals have become so numerous as to necessitate their division in branches, and the majority of our local unions in some of the principal cities have also prospered financially and are now engaged in consolidating their ranks and fortifying their position.

Outlook For The Future.

With the experience of the past constantly before us, we are occupied in trying to solve those internal questions of organizing and discipline that our tremendous organization now calls for. A scheme of increased per capita, the provision of sundry benefits, calculated to cement the good relations of the members to the organization, is now in the hands of a competent committee, and we hope before long to see these changes inaugurated.

Equal Distribution of Work.

In this demand on the part of the Ladies' Garment Brotherhood—An Old timer Thinks That It is Not.

To the Editor of the Ladies' Garment Worker:

Dear Sir:

As a member of Local No. 10, I wish to call the attention of some of our newcomers to the impracticability and pernicious effect their demand for an equal distribution of work, if carried into effect, will have upon the trade.

It has always been the policy of our Organization to give the employer a free hand to lay off as many hands as he found expedient and never to question his right to hire and discharge. Under this system each house had a number of steady hands all the year round and those who were employed only when the season was in full swing. Until recently every one of us seem to have been perfectly satisfied with this arrangement.

Lately with the appearance in our Organization of the new element who joined us since the General Strike, a clamor arose to abandon our old policy of permitting the employer to lay off new hands, and to insist upon the example of the Tailors' locals and insist upon the houses retaining all their employees all the year round and in dull season divide the work equally among them.

I would like, with your permission, to point out to our newcomers, the injury it will cause to our Local if we abandon our old conservative policy and adopt this new revolutionary policy, which eventuated only when the season was in full swing. Until recently every one of us seem to have been perfectly satisfied with this arrangement.

Summarily, the fact that the tailors always have and still insist upon the Equal Distribution system is surely not a reason or even a recommendation for us to follow such a policy. So far the Tailors never had a stable organization and I am positive that the insistence upon this demand has been the main cause of their inability to maintain their Union for any length of time.

These contemplated changes may call forth opposition among certain short-sighted members, but it will be overcome if the local officers and leaders will determine to carry them through.

If ever there was a time for introducing changes of this kind it is now. Let members and officers bear in mind that these provisions, if adopted, will insure the welfare of the members individually and of the organization as a whole.

This new policy, if carried into effect in the cutting and tailoring of the trade, will, besides involving the organization in endless fights with the employers, who will naturally object to the union interfering with their legitimate rights, will turn against us, the Old Timers, the best mechanics in the trade who will have to be called upon to strike and fight with their employers for privileges, so to say, of reducing their own earnings and handing them over to the less skilled members.

I am prepared to prove that the union cannot raise the wages of the skilled hand to such an extent as to compensate him for the loss of steady employment.

To illustrate my argument, let us say that in a given trade the rate of wages prior to its being unionized has been $20.00 per week. The first class, steady mechanics would under this system work, let us say, two weeks in the year and earn $1,000.00 per year, and the second class mechanic working only 6 months in the year would earn only $500.00 a year. The Union, through the power of organization, raised the scale to $300.00 per week. The steady hand working all year round gains $1,800; and those working only 6 months in the year gain $300. All men thereby derive an equal benefit by this raise. But if the union carries into effect the Law of Equal Distribution of Work, the first class mechanic and the least skilled man will now be working 9 months in the year. The steady hand will earn at the rate of $320.00 a week, only $856.00 a year, instead of $1,800, which means a net loss to him of $1,000, or a loss of $300 per week. Now, can anyone make me believe that you could get first class mechanics to stay in the trade for it when it forces him to be worse off every week to the extent of $300 in favor of the other fellow? Do you expect the good mechanic, The Old Timer to become an angel all of a sudden and maintain an organization which reduces his earnings? Not on your life. You make him side with the employer against the union.

Who then is going to maintain the organization? This new element which you could not get into the union prior to the General Strike for any consideration?

The first class mechanic has gained very little through the last strike. "One dollar, a raise of wages, and 6 hours a week reduction of hours. If you insist upon these changes the Old Timers' facet of Equal Distribution of Work, the steady first class
I claim that we cannot maintain a union shop or any kind of an organization when it works to the detriment of the skilled man who has the most influence with the employer and is generally the leader in the shop.

The Old Timer never has and never will keep up the Organization. It is the Old Timer who fought and kept the flag of unionism in our trade aloof, and if you turn him against the union by demanding of him that he should strike and fight the employer, for what? for the purpose of compelling the employer to take out $7.00 a week from the pocket of the Old Timer and first class man and put it into that of the semi-skilled man who just only joined the Organization.

The employer you will have to fight if you are going to interfere with his rights to hire and discharge, a right which no legitimate trade union in any civilized country outside of Russia will ever question.

No Sir, the Old Timer will not stand for an arrangement which will rob him to the extent of $7 per week.

This new demand also carries with it the introduction into our trade of the system of day work against which Local No. 10 has been fighting for years.

No amount of talk, propaganda or philosophy will convince him that he has to support such a union.

Let the Tailors do what they like. They have yet to prove to us that by keeping up an arrangement which calls upon the skilled man to fight the employer for such an unjust object that they can maintain the organization.

You are not going to fool the people all the time. The mechanic will soon find out that such a union can only injure him and he will fight against it.

I hope that our new radical element will not insist upon such an unjust demand.

AN OLD TIMER.
Is the Grievance Committee a Failure?

While thoroughly agreeing with ideas and sentiments expressed by the Attorney of the Manufacturers' Association, we deem it necessary to call his attention to the fact that the protocol of adjusting our differences with our employers by the provision of the Protocol, has resulted in the game of "tall you lose, head I win."

When a stoppage of work occurs occasioned by a disagreement between the employer and his employees, both sides suffer alike. The fear of such stoppage acts as a deterrent on the employer and makes him inclined to adjust or listen to the complaints and grievances of the workmen.

Under the protocol the employer never loses anything by a dispute, it is only the employees who have to wait for the Grievance Committee for adjustment, which with its present imperfect working takes sometimes weeks.

While having perfect confidence in most of the officers and leaders of the association, yet we cannot shut our eyes to the fact that a large number of manufacturers take advantage of the provision of the protocol, in the knowledge that there will be no strike or stoppage of work and keep violating its provision.

Apart from the fact that the association has so far done nothing to those of their members, against whom the Grievance Committee repeatedly returned verdicts of guilt of violation of the protocol, the inadequate staff of men on the part of the association has made the prompt adjustment of grievances a physical impossibility.

It is this which has caused such widespread dissatisfaction among our members, and the frequent stoppages of work on the part of working people, on the other hand, has reacted on the members of the association, with the result that there is at present an all-round satisfaction with the workings of the protocol.

Besides explaining to our members the grand work of the protocol and provision, what is necessary is to so construct the mechanism of the Grievance Committee as to enable it to act with promptness and be on the spot as soon as a disagreement arises. In order to do that the Grievance Committee should have in its employ a staff of officers, sworn to be faithful guardians of the provision of the protocol, men of a judicial temperament who will decide disputed matters on the spot, and refer to the Grievance Committee only in such case where they cannot agree, or where the parties in dispute are dissatisfied with the decision of such quarrels by their officers.

Lazinsky versus Cohen.

Who voices the sentiment of the Cloak & Suit Manufacturers' Protective Association? Mr. Eugene L. Lazinsky, their General Manager, or Mr. Julius Henry Cohen, their counselor and attorney? Our Organization could breathe more freely and look upon the difficulties our people are at present experiencing in adjusting prices and conditions with individual members of that Association as passing incident, if we were sure that it was taught first before this Association will be able to get along with the Union?

This gentleman, with his typical Anglo-Saxon name, representing an Organization, the majority of whose members are English or none at all, keeps speaking about these "foreigners who know not our laws or our customs and should be taught that "all men are created, etc., etc.

"These foreigners have been taken in hand and moulded by labor leaders to believe that their only salvation rests in keeping out of their ranks all who do not believe as their leaders do." The English, of it is always Shakespearean.

The trouble with our Jews everywhere is that they are always trying to be plus royaux que le roi.

We would rather, have much better avoided referring to writings like these if it were not for the fact that it has done a good deal towards making our people apprehensive and has caused the Joint Board to be influenced by the irreconcilable element among us, who look upon the Association with distrust, with the result that the request by the Association to release their new members from their individual contracts with the Union has been refused. We confess that we much regret this refusal. For we are convinced as every that the way of having a strong Organization in our industry and humane conditions of labor such organization must learn to use other methods of adjusting the differences with our employers than the constant application of strikes.

So long as the presence of a non-unionist in the employ of a member of the Association will be considered by the Grievance Committee as a grievance, as Mr. Rosenfeld, the President of the Association recently ruled in the case of the National Cloak Co., we cannot say that we got from them all we are looking for. The above is a good example of the most striking evidences of the breakdown of the Protocol, in the knowledge that there will be no strike or stoppage of work and keep violating its provision.
Mr. Julius Henry Cohen Urges Confidence in the Protocol

The leaders of the Union have a heavy task before them in trying to convince some 60,000 people, a remarkable number of whom have been arrivals from countries of a backward state of civilization, that this is not the case. The culture of the majority of the new members which the Association has recently acquired, tend to confirm the belief of our members that the Association has other objects in view than living up to the terms of the Protocol.

The agitation of the members of the Association on their own account makes the task of the leaders still more difficult, if not impossible. We would like to have an answer from the Association what all this means, what this hostility on the part of the managers of the Association means?
the masters of their members that complete confidence in their leaders-
ship, that is essential to the success of the union. The Secretaries and
the President confirmed that if the leaders represented in the
Grievance Committee could feel that all of the workers believed in the
protocol and believed that it would secure justice for them, without the
expense of another strike, they, too, would more readily carry out the
judicial purpose of the Grievance Committee.

There has been, it is true, a lack of business administration on the
part of the union leaders. I realize that this problem for them is a
much more serious problem than it is for the manufacturers. They
cannot solve it completely without the co-operation and confidence of the
members of the union.

The fundamental question that is presented is whether the workers
now understand and appreciate that a new method for securing justice
has been devised, which, when put into proper working shape, will se­
der the workers, if they had reason to think that they were being tricked and de­
coyed, I could understand why they would lose faith in this new method.

But so far, I think, the manu­
facturers have shown a most unusual and most remarkable desire to im­
prove conditions in the industry and to arrive at this result by dealing justly
with the workers. Certainly, the great leaders of the industry have won the confidence of
the leaders of the unions. Un­
doubtedly there are men inside and outside of the Association who have not yet lost the arts in which
they are so well versed, just as there are men in the Union who have not yet lost the arts
learned in the last strike. On the whole,
the efforts of the leading manufacturers in bringing the members of their Association to a realization of
the standards they set up have been so far successful that the leaders of the Unions have been
fully justified in accepting their statements in good faith. If this confidence of the leaders can be communicated to the great mass of the workers, undoubtedly within a
short time the Grievance Committee will be FOR JUSTICE where justice will be administered to both sides, with even hand—by both sides, even more justly than it is administered in courts of
law. For in this court there are no technical terms, there are no tech­
nical rules of evidence, there is no

AFTERNOON SESSION

Communication read from Brother Simmons and information local No. 21 that they had decided to disqualification for running for the local board. They had explained that the question of the local was qualified and members in attendance were qualified to vote.

Minutes of the previous meeting read and confirmed.

Vice President Greengraber reported that himself and Brother Hertbach were present at the regular meeting of local No. 21. Brother Simmons was taken off the ballot and was therefore taken off the ballot illegally.

Board agreed to sustain the appeal of Brother Simmons and to inform local No. 21 that their decision to disqualification any member from running for the local board. The Board took the view that the election of Board is illegal and against trade union ethics. Also, that the election of Section "C" of the same local on December 28th, at which Brother Simmons was taken off the ballot was therefore declared illegal by the Board and the local was ordered to hold new elections within 30 days.

Communication read from local No. 28, Chicago Pressers, stating that the local decided to go out on a General Strike during the Spring season for the purpose of obtaining the full time work. The request of local No. 28 was agreed to.

Request of local No. 8 to change the name of charter of local No. 13, discussed and agreed to enforce resolution of the last convention and the name of local No. 17 to "Cloak Coaters and Refiner Operators Union - New York."}

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Upon motion agreed to appoint a committee of two to confer with the Joint Board on the power and means of issuing a periodical in the Italian language.

Upon motion agreed that our General Office shall not publish and distribute our Constitution in Bohemian and Polish languages.

General Secretary-Treasurer reports that since the last strike at Prince-Bluederman, the manufacturers have introduced a system of blacklisting against any member who makes himself active in the union. Moreover, they are afraid to access the office in the locals. It is also necessary to have a Bohemian organizer for outside contractors, who are a very important factor in the industry in that city; he also requests an organizer for Cleveland for three months.

Agreed that a committee of one go to Cleveland for the purpose of finding out conditions of the locals in Cleveland and to explain to them his idea as to the advisability of appointing an organizer.

Upon motion agreed that any organizer who stays in a city for one week or less should be allowed to charge the General Office for extra hotel expenses he may incur, above the $3.50 per day, as decided at the last quarterly meeting. Upon motion agreed that the next quarterly meeting of the General Executive Board be held in Cleveland, Ohio.

THE KNOCKER

By J. A. D.

Since by nature you are indolent, and feel it a burden to take up useful work for the union; since you are wanting in energy, yet lust for power and influence; since self-preservation is a trait of your character, yet you are anxious to have the job, you are highly spoken of; since you lack address and organization, yet desire to be referred to as a loyal and good union man; since, in short, you cannot command a following or attain to leadership by reason of lack of ability, initiative and force of character—then, all you have to do is to try to attain it by sheer teen impulse and a lot of noise.

By your method you shall be known. Be the first to raise the hue and cry that the leaders of the union have sold themselves to the bosses and that the officers are politicians and boosters; insinuate against, accuse and find fault with any and everybody, pretend to be the secret of every heart, and attribute wrong and interested motives to all who express their honest opinion.

If a member is an active worker in the organization, declare him to be anxious to become a paid officer or job holder, or to be hunting for honor. If any one speaks well of an officer, at once insinuate that he is either too weak or too powerful, or have the secret of every heart, and attribute wrong and interested motives to all who express their honest opinion.

Never allow yourself to be appointed to a committee. Why should you give up your time? Let others wrangle in committee rooms night and day. But while avoiding important duties, watch for your opportunity when an officer or committee present their reports and accuse and find fault with them in your turn. Make short work of their efforts, insinuate doubtful motives for their action; try to show that their methods are foolish in the extreme and their labors worse than useless.

Keep up a diligent search for facts and work eloquently upon the weaker side of the officers' action, forgetting that there are spots even in the sun and that any fool can pick holes.

Never talk to the boss about shop matters. If you cannot avoid being one of a committee, assume a false dignity by keeping silence, but when the shop report is presented hasten to charge the committee with ineptitude and swell with indignation that no chance was given you to voice your views.

Generally drop in long after the meeting has opened, and putting on airs of pretended superiority, wait your sphere on the inside-guardian for delaying to admit you. Upon taking your seat inquire peremptorily of the chairman as to the question under discussion, regard as the fact that a brother is on his legs addressing the meeting. Such conservative tom-foolery as parliamentary procedure is beneath a man of advanced views in a progressive ultra-democratic union.

Pose continually as a progressive tolerant man, even if under this guise you do more harm than good. Whenever the chairman interrupts a member, enforcing strict adherence to the order of the day, always interfere in the member's favor, shielding yourself behind the principle of freedom of speech though you feel that you are attacking it in an exaggerated form. Admonish the union not to be a despot. Let him not imagine that being in the chair he is like a second Caesar. Remind him that he is in free America and not in darkest Russia. Tell him that every member should be free to speak his mind even if they interrupt one another, and the debate wanders from its proper direction.

Lead the vote against assessments or increases of dues. Insist upon men rather than money being the main factor in the success of the union, not devoting it to the principle of "money be damned give us a free and unstrungminded humanity!" This assertion is sure to call forth the plaudits of the selfish.

Try to belittle the importance of any communication from the general office, Central Labor Union A. F. of L. or other organizations demanding its postponement till next meeting, and declare sarcastically that since the main purport of all such communications is to solicit donations, let the treasury be emptied and equally divided among them, so as to save the precious time for discussion. The laughter that will greet this statement will prove true to your many qualifications of a jolly, humorous fellow.

Use any and every opportunity, at mass meetings and ordinary gatherings, at street corners and other public places, to extol your own virtues and heap abuse on the officers. Dilate upon your own services to the union and dwell upon what you might have done had you not been prevented by the "elusive" of your imagination. Don't stop at mere denunciation, but hurl
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wholesale slander and accusation against secretaries and business agents.

Start a discussion of union affairs right on 24th street or 5th avenue, at Harrison avenue extension or Market street, whenever you can get a mixed crowd, regardless as to whether or not there are union men present; but take care that no one should be there who is able to contradict your wild assertions. Pass in review all regulations adopted at last meeting and declare that the officers and leaders who proposed them are a lot of blockheads who stand between the union and the improvement of trade conditions. Assert that it would be easy to build up a powerful organization if the officers could see their unfitness and make place for a fresh set of officers, for fresh blood and new strength. Swear to it that their very presence keeps the masses away.

With a clear head, those who have obtained jobs at union shops seek re-admission, fearing that without a clear union card they would not be permitted to work, always evince the cloven hoof of your good nature by proposing that theatrers be wiped off, and don't forget to wind up with the sneer that the funds of the union go to waste all the same.

Show off your loyalty on every occasion when trouble arises in a shop by insisting that the union not yield by a hair's breadth to the employer, but stand firm by their demands. When a member is discharged the boss must be compelled to re-engage him, even if he winces under the compulsion, and even if the union runs the risk of being ruined in the process. Contend that were this protection not afforded to the employee, what need is there to pay your hard-earned money to the union and keep up a staff of paid officers? Should any one suggest the possibility of the member being in the wrong, and propose to settle the dispute by compromise without a strike, denounce him as a spy, the agent of the boss, the hireling of the designer, or as one who is seeking to become the foreman, or otherwise expects the boss to give him a job.

For, a true union man ever dare to suggest that it is possible for a fellow-worker to be wrong in a dispute with a boss, an exploiter, a grabber? Declare indignantly that if no determined steps are taken to prevent dissensions, all good union men might as well pack up their tools and leave the shops without waiting to be sent away one by one.

When a strike has been entirely won, question the policy of the leaders in having presented such easy terms. Once the boss is pressed to the wall he should be given no quarter. Press him so hard until you press him out of existence.

If on the other hand, the strike has been settled by compromise, and the boss has managed to gain a point or two, then, lie in wait for the "clique." Get your guns of suspicion and abuse into action and expose them to the shot and shell of your well-prepared attack, magnifying your own pretended devotion and foresight. Dwell on the worthlessness of the concessions by the importance of those the "clique" surrendered. Make it appear as if this amounts to defeat. Warn your hearers against this double oppression, by the boss on the one hand and by the "clique" of the union on the other, who have thus revealed themselves in their true role of being the paid agents of our natural enemies. Need not their protests that they have been given full power by the union to settle the best way possible under the circumstances, or that they could not in common fairness go back upon the agreement with the employers, which they have signed. Hurry this very contention in their faces by arguing that their own personal dignity seems to be of more account to them than union principles, for which the members have struck and starved. Infer from this that they are anxious to please the bosses and care little for the wishes or welfare of the members and their suffering families. Persuade the members to take no notice of terms or agreements, but let them persist in an uncompromising attitude until every demand is fully recognized. Appeal to the masses to throw off the yoke of traitors and blackguards. If the authority should be retained in the hands of the people themselves claiming by the way, that you are fighting for principles and justice and that you have no wish to become an officer or leader.

Such are the means which ultimately enable you to climb up the ladder of fame.

You will thus become the leader of the so-called advanced radical opposition, secure a wide following, and be an immense power for mischief and injury to proper organization and sound discipline.

Notes from the Women's Trade Union League of New York.

January 30th, 1911.

While the direct work of organizing women in the Women's Trade Union League is engaged in another kind of work, we find it necessary to pre-arrange the field for the organizers.

There are two ways in which the League may work, either as a' district organization, namely the distributing of the city and paring the field for the organizers.

Distracted at the League.

The League is using the assembly districts in which the city is divided into centres of activity for the League mem-

bers in the work of organizing women. The League was divided into the Harlem district, the Long Island district, the Long Island district, and the Bronx district. Seven districts were set up, the 1st, 2nd, 3rd, 4th, 5th, 6th, 7th, 8th, 9th, and 10th. A captain was appointed for each assembly district. Her duty at present is to find out all facts about the districts which would be helpful in organizing women or helping them in ladies of art which is needed to go answers to the following questions: Who are the women members of the League in your district? What is their attitude towards organization? Is the district a strong educational center? What are the educational centers? What are the educational centers? What are the women workers or large number of different jobs or industries represented in your district? Are there any social centers, such as Hull houses, but, clubs, churches, etc? Is there a union or district which has special influence? Who are they?

Educational Committee.

The Educational Committee has en-

tered upon the work of preparing the field for the organizers, with the employers, which they have signed. Hurry this very contention in their faces by arguing that their own personal dignity seems to be of more account to them than union principles, for which the members have struck and starved. Infer from this that they are anxious to please the bosses and care little for the wishes or welfare of the members and their suffering families. Persuade the members to take no notice of terms or agreements, but let them persist in an uncompromising attitude until every demand is fully recognized. Appeal to the masses to throw off the yoke of traitors and blackguards. If the authority should be retained in the hands of the people themselves claiming by the way, that you are fighting for principles and justice and that you have no wish to become an officer or leader.

Such are the means which ultimately enable you to climb up the ladder of fame.

You will thus become the leader of the so-called advanced radical opposition, secure a wide following, and be an immense power for mischief and injury to proper organization and sound discipline.

Care for Your Eyes

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Glasses made and repaired while you wait.

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The Young son straightened himself, pulled at his red tie, and replied with icy dignity: "Oh, as you please. I thought you was game for a bit, with me, after all, I guess. I get more than I require of shabby conversation at the shop. I've got to put up with a there; but I ain't hunting up any more on my pleasure trips. I didn't know they was your style, either."

"No more they aint." The youth was growing apologetic. "I never saw the donn show before."

As his rosy sweetheer plied the ice cream spoon, she went on to expatiate upon her taste in "shows."

"When you get to work hard, like me, you've got to look out for yourself, without you get something as good in the place of it. And sleep's best, that when you're tired. Now when you see a good show, it leaves you up, fine. It's like a regular theatre play, that's something like real life, only ends up right. That helps some. I ain't against a vaudeville, neither, if it's O.K. No one likes to laugh more's. It kind of unites the knots, somehow. But I just got no earthly use for anything like to-night. Taint my idea of fun-those aint. Too much common stuff all work, without hunting it up a't all Saturday night."

"Well, peaks, you know whatever you say, goes," replied the shame-faced swain. "I guess you're right. You always do put a different light on things. Just you try me again, next Monday, and I'll be glad to bid a winner, and we'll forget this."

They went out better acquainted that they had come in, and it was plain as he kicked her under his arm, that the frank talks did not alter their affections.

As I reflected upon the sermon that plucky little girl had preached, I wished that her audience had been larger.
Note d'Attualità

Quando, poche settimane prima del nostro sciopero generale, un capitalistico di Boston avvertì i manifattori di New York della lotta minacciosa e il consiglio di aprire trattative con la nostra Unione per sciogliere le divergenze ed evitare la grande battaglia industriale, essi lo assicurarono che la loro disciplina di scioperare era un semplice "buffoon", che i loro operai erano fedeli a costumi e che, se anche l'agitazione avesse causato un abbandono del lavoro, lo sciopero sarebbe stato frainteso in pochi giorni; e insieme, che l'organizzazione non possedeva le risorse finanziarie necessarie per assicurare il successo ad un simile gigantesco movimento e che, appena la stagione di lavoro sarebbe passata, i lavoratori avrebbero fatto ritorno, con vera condivisione alla loro piazza.

Ebbene, l'ampiezza e la durata della lotta, l'abilità di resistere, la solidarietà dimostrata dai vari elementi impegnati nella sciopera, hanno aperto gli occhi ad amici e nemici. Dicono ad amici e nemici, poiché i rappresentanti dell'elemento radicale dell'East Side, avevano tanto posta nel successo della nostra impresa, quant'a loro dovevano il manifattori di Cloak e di Skirts della città.

Anche dopo che la lotta fu efficacemente cominciata, quando i rappresentanti della nostra organizzazione fecero apertura non ufficiale alla Società dei Manifattori, vennero baffardamente respinti. I padroni si credevano ancora che l'agitazione sarebbe passata e che presto gli operai avrebbero fatto quieto ritorno al lavoro.

Gli avvenimenti successivi resero i padroni più saggi, anche più attrezzati. Nessuno ha il diritto di dubitare che se non avessero potuto prevedere la potenzialità del nostro movimento, lo sciopero sarebbe stato evitato in un modo che non avrebbe più perdite e sofferenze.

La maravigliosa lotta fra i lavoratori di vestiario ed i loro padroni che era stata avvenuta in Cloak e Skirts, da qualche tempo, ha ancora maggior forza, alla stessa lezione. Poiché fra noi s'annoverano che questa massa in disaccordo ed organizzata, senza soldi e senza condottieri, ha lasciato il lavoro ad un trattato, in un impegno momentaneo, avrebbe potuto starle tanta corona e solidarietà e fosse stata capace di continuare, lo sciopero, nel rigor del vero quasi senza risorse finanziarie.

In paragone a quella di Chicago, la lotta nostra fu un vero piaio. I nostri operai lasciarono la "hope" quando c'era poco lavoro, furono quasi soltanto nel Luglio e nell'Agosto e la perdita effettiva non assente a tanto. Essi ebbero, grazie al caldo estivo, minor bisogno di abbigliamento, oltre ad un quarto di milione di dollari fu distribuito fra loro. A Chicago, nessuno di questi vantaggi. Eppure il loro potere di resistenza sembra ancora inesauribile.

Non dobbiamo dunque che, se i Manifattori d'abiti di Chicago, avessero potuto prevedere questo magnifico potere di resistenza mostrato dagli scioperanti, non avrebbero concesso quanto questi domandavano fino a pochi giorni prima del sciopero, ma avrebbero aspettato la fine dell'ispirato sciopero di Chicago, e si sarebbero evitati molte perdite e sofferenze.

Ma è vero che non tutte le perdite sono state evitate. La lezione di questo sciopero aveva forza senza dubbi un ottimo effetto e non possono più di una volta prima di prendere lo spazio della leggenda come hanno fatto nel passato riguardo agli scioperi ove le rose aiutavano alla conquista della loro lotta con tutte le loro terribili perdite.

Alla lezione di questo sciopero si lascia senza dubbi un ottimo effetto e non possono più di una volta prima di prendere lo spazio della leggenda come hanno fatto nel passato riguardo agli scioperi ove le rose aiutavano alla conquista della loro lotta con tutte le loro terribili perdite.

Non può essere dubbio che la prima proposta d'arrivo — la quale non è stata presentata dal consiglio dei capianti di Chicago, ma che incontrò pure il dimezzato differenza di chi no e di chi sì — era stata fatta nel miglior interesse del lavoro, ed i lavoratori non avrebbero potuto farne niente di buono per la loro libertà, non per il bene della collettività di cui fanno parte.

Il nostro amico, il semico, riceverà presto contributo dalla "Torta di Chicago", se il consiglio dei capianti affiliati dell'Unione — gli squallidi del Sigg. Kirby, Post & Co. — fosse stato seguito. Lo sciopero sarebbe stato terminato da un paio di giorni... ed invece la lotta continua ancora, a dispetto di questi incertezze. Che guasto il censore ora, i non soddisfatti signori?

La fortuna della necessità ha risposto, per la prima volta nella storia del movimento proletario, alla "Torta di Chicago", i rappresentanti della massa dei membri della nostra unione, associati socialiste, l'elemento rivoluzionario trade unionistico e la stessa istituzione, insieme con i rappresentati dall'Employer's Association. L'evento ha avuto luogo il 22 Dicembre scorsi al Cooper Union. Mayer London ed S. Polakoff con John Henry Cohen ed E. Laskin sono loro membri. Gli scrittori che il loro ideale e la loro teoria con buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buoni e buon
Qualunque manifestazione al lavoro, che i nostri fratelli non trovino ragguagli nelle industrie o lavori all'aria, che pretendono un po' di tiro, per fare il loro compito, non è di che m'insorgerei. Da troppo tempo erano abituati a lavorare in condizioni tali che non rimaneva loro che una via per ottenere; quella di prendere in mano e andare, magari a casa al diavolo, perché via da quella "fattoria". E' un male che essi tendano verso l'opposto. Ma col lavoro e colla pazienza, dei migliori elementi da ambe le parti, sarà possibile riattivare il giusto equilibrio nelle relazioni fra padroni ed operai.

E' stato menzionato che debbono coltivarsi da ambe le parti se la nostra organizzazione dovrà essere di permanenza, valore per i nostri mem-

I nostri sforzi per stabilire una organizzazione permanente in questa industria sono stati finti nel passato perché, per guadagnare un aumento dei diari per cento, l'opera- ri doveva spendere delle somme per compensare lo scarso di lavoro alle scorte di ottenere e di mantenere quell'aumen- to; ed alla fine della stagione trovavano che, anche quando aveva la for- tuna di lavorare per altra classe, il giaccio non vedeva e non vedeva che si vedeva ad aver perdut- to anche venticinque di padroni su quanto operai hanno perduto in questa "guerrilla". Stanco di que- sta lotta, e sfiducato di se stesso e della sua organizzazione, l'operaio s'inclinava alla volontà dei "Fore-Union" e sceglieva di fuggire, con gli stessi risultati.

Ora, per mezzo del "Grievance Committee", abbiamo un metodo di trattare con i manifestatori, per mezzo del quale possiamo ottenere, se non tutto quello che ci necessita, almeno una parte, senza quello, ovvero se esistessero di lavoro o fossero la maggior causa che rendeva la nostra gente stanca della organizzazione.

E' vero che il Grievance Committee non fa tutto quello che vorremmo fuggire, ma dovrà che si può aver quel che si vuole, e che si guardi di creare che il Comité versi e potrà di tanto migliorare il proprio funzionamento di quanto noi perfezioneremo l'arte di aggrin- gior la difficoltà con i padroni per mezzo della meditazione e del buoni argomenti o di ottenere quanto si spera per mezzo della regione riunite- nente che non costituisce effettua- zione di scioperi.

L'elemento più intrinseco che c'è fra noi deve tener presente alla mente la lezione del passato che, cioè il più arduo dei nostri scioperi non se la sentono più di stare nella organi- zazione dopo aver perduta un pe- lo di stazioni per l'operao di sciopero di molto ove scomparso di lotte sarà il primo a disertare quando sarà pas- sato attraverso tutte le operai che egli brama.

Chi ha realmente ottenuto vantag- gi dalla Union è solo che ha lave- rare per una o due stazioni senza scioperi o azioni di lavoro, ed egli sarà il miglior degli scioperanti.

Ma anche il "Grievance Committe- e" quando l'operaio debba riferir- mentarsi che non potranno mai aver quel che si spera, mai ottenere il ri- conoscimento dei nostri diritti, senza posedere la forza di farlo ri- spettare.

Possiamo usare la miglior logica e presentare i migliori argomenti, ma se avviamo il solo potere della logica, il "Grievance Committee" sarà una fara. Sol quando i padroni sanno che possediamo i mezzi di dar forza ai nostri diritti, solo allora possiamo aspettarli che il Comité proceri scontrovero sistematici.

Coloro che parlano con gravose- mente di pace fra il Capitale e Lavo- ro, non capiscono o non voglion capire che in questo mondo di lotta e di concorrenza, la pace fra Capitale e Lavoro, fra padroni e operai può avvenire solo quando quest'ulti- mo è ridotto alla condizione del soc- cio Chinesa.

Invece le condizioni di pace fra i padroni e gli operai alle quali noi as- spiriamo, siostessi quando gli opera- ri, disponendo dell'arma di un- na potente organizzazione, sono pronti, ad ogni momento, per combi- nare fino alla vittoria, per i loro diritti.

"Abbiate fede in Dio, ma tissu la polvere custoda" dice un vecchio proverbio. Abbiate fede nel "Grievance Committee" per aggrin- gior le vostre vertenze con i padro- ni, ma tenete la vostra organiua- zione pronta per la guerra.

Every member can now insure in the International Union in the sum of $200, on filling in a special ap- plication form, to be obtained by the local secretary, and sending same in to the General Office, accompanied by the small remittance of 50 cents.

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La vita del lavoro è sfruttamento e discriminazione. E se la società non fa nulla per mettere fine a questa situazione, allora è nostra responsabilità mettere in moto le cose. 

Qualche manifatturiera si lamenta che i loro consoli sono troppo arroganti e ostili. E che pretendono un po' troppo da loro. Come se non fossero stati abituati a lavorare in condizioni tali che non rimanevano loro che una via per sottrarsi a quella giusta. 

E' possibile che se gli operai non si ribellino, se non si esprimono, se non si organizzano, la loro situazione resterà la stessa. Ma se si organizzano, se si esprimono, se si ribellano, la situazione cambierà. 

La situazione è difficile, ma non impossibile. E' possibile che se gli operai si uniscano, se si organizzino, se si esprimano, la loro situazione cambierà. 

E questo è il punto. Se gli operai si uniscano, se si organizzino, se si esprimano, la loro situazione cambierà. 

THE LADIES' GARMENT WORKER
argomenti e di ottenere quanto si desidera per mezzo della ragione piuttosto che con la costante effettuazione di scioperi.

L'elemento più intrinseco che c'è fra noi deve tener presente alla mente la lezione del passato, che, non che il più ardente scioperatore non sappia che quest'ultimo ci porterà di nuovo alla lotta. Sappia che se non sapeste prendervi a tempo di strettissime misure per essere in condizioni di affrontare una nuova lotta, se condizioni umane dovranno sottrarvisi: quella di prendervi a tempo di strettissime misure per essere in condizioni di affrontare una nuova lotta.

Ma tanto il "Grievance Committee" quanto l'operaio debbono ramentarsi che non potremo mai aver quel che ci spetta, mai ottenere il riconoscimento dei nostri diritti, senza possedere la forza di farli rispettare.

Possiamo avere la miglior lotta e presentare i migliori argomenti, ma se avremo il solo potere della logica, il "Grievance Committee" sarà una faraona. Solo quando avremo il potere di dar forza ai nostri diritti, solo allora possiamo aspettare che il Comitato procuri omogenei sottoscrizioni.

Colere che parlano così gratamente di pace fra Capitale e Lavoro, non capiscono o non vedono capire che in questo mondo di lotta e di concorrenza, la pace fra Capitale e Lavoro, fra padroni ed operai, può avvenire solo quando quest'ultimo è ridotto alla condizione del colato＼n
Invece la condizione di pace fra i padroni e gli operai alla quale noi aspiriamo, esisterebbe solo se egli avesse il potere di organizzare una potente organizzazione, solo pronti, ad ogni momento, per combattere fino alla vittoria, per i loro diritti.

"Abbi fiducia in Dio, ma tieni la polvere assai" dice un vecchio proverbio. Abbiate fiducia nel "Grievance Committee" per aggiustare le vostre vostre scissioni ed i padroni, ma tenete la vostra organizzazione pronta per la guerra.

Every member can now insure in the International Union in the sum of $500, on filling in a special application form, to be obtained by the local secretary, and sending same in to the General Office, accompanied by the small remittance of 50 cents.
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אין זיהוי טקסט פורמלרי בשפה העברית在这张图片中，文本没有明显的格式化特征，看起来像是一页正文。
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THE LADIES' GARMENT WORKER
PUBLISHED MONTHLY BY THE
INTERNATIONAL LADIES' GARMENT WORKERS' UNION
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR.

A ROSENBERG, Pres't
J. A. DUCHE, Gen'l Sec'y

GENERAL OFFICE, 11 WAVERLY PLACE, NEW YORK CITY

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The Ladies' Garment Worker

[Content of the page in Hebrew]
ד"ה נליכם-thumb נדע ארביס—או ד"ה פארקרות א טוועים?

( continua )
הַכַּסְנָס אֶת מַרְבּוּ בֵּית אֲבֹהֶה, כַּכֵּן חָזָא הָאָמֶר הָעַל "וְאֶת מַרְבִּיתֵךְ אֵמֹת וְזָהֶב."
היום בראשה פרטﾟים
ואפיעו פנסי אראק

כ_ALLOCsometimes we can't make it to the gym, but we still want to exercise. What are some alternative ways to stay active indoors?

1. Yoga: Yoga is a great way to stay active indoors. It helps improve flexibility, strength, and balance.

2. Strength Training: You can use resistance bands, dumbbells, or your own body weight to perform various strength exercises.

3. Cardio: You can do cardio exercises such as jumping jacks, lunges, or high knees to increase your heart rate.

4. Dance: Learning a new dance style or doing a zumba class can be a fun way to stay active.

5. Swimming: If you have access to a pool, swimming is a great low-impact exercise that can help you burn calories and improve cardiovascular fitness.

By integrating these activities into your daily routine, you can stay active and healthy without needing to leave your home.