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The Ladies' Garment Worker, Volume 4, Issue 2

International Ladies' Garment Workers' Union (ILGWU)
The Ladies' Garment Worker, Volume 4, Issue 2

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International Ladies' Garment Workers' Union (ILGWU)
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The Battle for a Better Life—Original Poem—By Philip Cohen.

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Mr. Skinner climbs down—A characteristic story of a girls' strike and its success.

Impressions of the Rochester Convention—By a Socialists' Trade Unionist.

Editorials—Dealing with the history and causes of the present strikes, the Victory of the Waist Makers with diagram, showing the net gains to tens of thousands of workers.

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OFFICIAL NOTICES

REGARDING TRANSFERS

1. Before issuing a transfer note that the member wishing to transfer must be a member not less than 6 months in good standing in your local.

2. When issuing a transfer write across his name on his dues book the word, "Cancelled," the date and your (Secretary's) signature.

3. Let the member write his name in his dues book and also in the space provided for this purpose in the margin of the traveling card.

4. Before accepting a transfer let the transferred member sign his name and compare his signatures.

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Statement of the Ownership, Management, Circulation, Etc.

of The Ladies' Garment Worker, published monthly, at New York, N. Y., required by the Act of August 24, 1912.

Editor, John A. Dyche, 32 Union Square, New York City; Business Manager, Saul Elstein, 33, Union Square, New York City; Publisher, General Executive Board of The International Ladies' Garment Workers' Union, John A. Dyche, General Secretary-Treasurer; Owners, International Ladies' Garment Workers Union, 32 Union Square, New York City. There are no bondholders or other security holders; Signed, John A. Dyche.

Sworn to and subscribed before me this 14th day of October, 1912.

A. GUYER,
Notary Public,
New York City.

(My commission expires March, 1913.)

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The Children's Crusade

The New York Strikers are Winning Fights

By GERTRUDE BARNUM

The Mill Whistle

"Across the flats at dawn the monster screams;
It's bulk blots the low sun, Ah God of truth;
To wake from night's swift mockery of dreams
And hear that hoarse throat clamor for my youth!"

—James McIntyre, in McClure's Magazine.

The Youth of New York City Needle Trades is crying out in protest! It is "on strike"—a veritable Children's Crusade! Prison, with hard labor, has been the lot of these tender charges of our boasted civilization. Long have they waited for philanthropists or legislators to set them free. Now, fifty thousand strong, they have risen to cry out for themselves. They are being clubbed by policemen, kicked and beaten in the streets, by emisaries of their former employers, slugged with iron bars, knocked senseless or carried to police courts in patrol wagons to be tried at night courts for "disturbing the peace," in company with harlots and "common drunks." One expects the very heavens to be darkened by the horror of this spectacle!

It is the strike of the Wrapper and Kimono Makers' Union, No. 41, and of the White Goods Workers' Union, No. 62, 15,000 to 20,000 strong, of whom at least ninety per cent. are girls, over half of these mere children, and many thousands of the rest old women. And so far, it is a remarkably successful strike. So successful that, as we go to press, employers are "settling" by the score, and more are clamoring to "settle."

But let us begin at the beginning and give a brief history of this unique uprising. First for Local 41.

Wrapper and Kimono Workers

As our readers are aware, there has been for the past years a strenuous effort made to organize this trade. The extreme youth of the workers, the many nationalities, including Russian, Pole, Spaniard, Italian, Syrian, Hungarian, American, etc., the varied and changing nature of the industry, and the smallness and poverty of most of the shops—all these were calculated to discourage the most optimistic. Yet, by perseverance, the seemingly impossible has been accomplished, until an organization resulted, strong enough to tie up the industry at the time of this writing. The conditions have been deplorable. The workers are being compelled to own
their own machines, to furnish foot power, pay for electric power, to pay for thread, needles, and even for machine oil! Hours rose as high as fifty-eight and over, in a State where the law is for fifty-four. Sanitary conditions were unspeakable, in whole districts, and inexcusably bad in all but the very few "show" factories. Fire protection was a farce, generally speaking. Homework, infant labor, starvation wages—this has been the story.

On January 7th, these victims received the long-waited-for call for a general strike. At ten o'clock in the morning they began pouring into the halls allotted to them in Manhattan, Brooklyn and Brownsville, and now Brownsville and Brooklyn are completely "tied up," and Manhattan is the ground of a battle with daily gains for the strikers. Here, the problem of the Spanish-Jewish slave complicates matters, but with the services of Spanish organizers, and the help of the Spanish press, headway is being made. Already there is a long waiting list of employers ready to make terms. And other employers in desperation are resorting to all sorts of measures to hold out. One of these subterfuges is well illustrated by the story of Isadore Silverman, an employer who took down his sign and directed the elevator boy to report that he had gone out of business, and settled down to do a rushing business for a number of "closed" firms. However, one, Rae Jacobson, a plucky little picket, quickly smelling a mouse, led her companions on a "still hunt" for Isadore, and all went badly for that refugee.

Under the able and devoted leadership of Vice-President Mitchell, General-Organizer, S. Ellstein, H. Klein, Manager, and B. Leboveky, Secretary, of Local 41, the chaos of the first days of the strike has been reduced to order. Committees, well schooled for their responsibilities, are pushing the various branches of the work. Such young women as Miss Fannie Cohn, Gussie Powsner, and Sadie Dickstein are rising to emergencies with spirit and excellent judgment. The sacrifices and labors of these men and women are unlimited. Eating and sleeping are accidental with them, it seems. They are everywhere, strengthening their lines. But without the powerful aid of the cutters, even these efforts would have been unavailing. The cutters of Local 10, are serving of high praise, not only for the unselfish spirit in which they embraced the cause of their weaker fellow workers, but also for their practical advice, common sense, and invaluable assistance. Their own affairs are forgotten for the time, and their whole hearts and brains are concentrated on making these children's strikes a success. The cutters in the Wrapper and Kimona Trade responded well to the call for a strike, and
this fact is very largely responsible for the strength of the fight. These cutters, all men, have been receiving for skilled work only eight, ten and twelve dollars, where Local 10 commands twice those sums for their members. And up to this writing 250 cutters from the ranks of the strikers have joined Local 10 (this includes those from White Goods factories as well), and these new-

ly organized cutters have been valiant supporters of the girls in their picketing, and in the routine work of the daily meetings and business. All honor to them! And may a complete victory reward them.

**White Goods Workers, Local No. 62**

As for the White Goods Workers’ Strike, no words of praise could be too strong. If it were not for the long, weary years of heroic effort behind this uprising, it might be well called a miracle! But the exhaustless and unremitting efforts of the Executive Board, Manager and organizers, for the past three years (not to mention previous history), explain the miracle. Here let us stop to give grateful acknowledgement to the valuable service to this Union from the Women’s Trade Union League, and in particular from their organizer, Miss Schneiderman. Without their co-operation, this strike would have been a very much more critical experiment. Their assistance in arranging halls, laying plans, etc., and their constant and modest support all along the line, during the strike, are fully appreciated by the local and by the International Union.

The conditions in this trade have been similar to those indicated in the above description of the Wrapper and Kimona Workers. Wages, ranging from three to eight dollars per week, are the rule. The ten dollar girl is the aristocrat of the trade, and this when cost of living is at it’s high tide! If space permitted, one could draw a picture of what this means in misery, anxiety, illness and death and worse. However, that is hardly necessary for readers of this journal, who understand what starvation wages mean to a girl who supports herself and oftener than not, two or more besides. These readers know full well the story of the immigrant girl, leaving dear ones behind across the sea, boarding with strangers, hunting vainly for self-support, worrying and weeping for the poverty at home, eking out the week’s stipend by giving household service before and after factory hours, afraid to stop even for a day, afraid to be ill, afraid to ask for more, for fear of losing a job—oh, the tale, in all its tragic significance is familiar. These young maidens,
at the very loveliest age, sell their freedom, their chance in the sunshine and air, their chance to bloom into strong womanhood, their chance for education, fun and frolic—all these they sell for a "mess of pottage, and they are not sure even of that. This is the crowning crime of our generation, this putting of our youth in prison, stamping upon the fair faces of little girls just budding into maidenhood, the lines of fear, anxiety, want, warping their tender muscles which artists approach with adoration as the loveliest models in nature, stunting frail bodies, fading the fresh color, dulling the eyes, stultifying the brains of the future mothers of the race! What crime could be compared to this? No protest, however crude and violent, could be so bad as apathy in the face of this crime. And this protest of Local 62, well ordered, constructive, should have, and is receiving, the sympathy and support of all the public. In fact, the public blushes in shame to realize that the protest has not come long ago, and now comes from the entire population.

The White Goods Strike of 12,000 workers is already an assured success. All is over but the shouting! Here again, a tribute should be paid to The Cutters' Union, Local 10. They are in truth Big Brothers.

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The Battle for a Better Life

Special for The Ladies' Garment Worker

By Philip Cohen

The time has come, the hour is here; Muster up courage and don't fear To join the fight with might and main, For freedom, without clanging chains.

Awake! Awake! the day is dawning. Brighten your eyes and heed the warning; Join the ranks without delay, For if you don't, in chains you'll stay.

Listen! A welcome sound resounds With sweet melody, it abounds. It calls you to think and act. Avoid violence, but use your tact.

Better conditions and a higher wage; Is now the cry on the fighting stage. Heed the cry and strengthen the line, Of your courage, it will be a sign.

Fight and fight until you win, The cause is noble; it's not a sin To demand what is just and true; Fight hard, the victory will be for you.
How the Waist Makers’ Strike Was Settled

Conferees’ Report and Recommendations

The representatives of the International Ladies’ Garment Workers’ Union were:

Hugh Frayne  John S. Pierce
Jessie Cohen  Chas. Beaver
John A. Dyche  Ch. W. Serrington
John C. Ryan  Ab. Rosenberg
Abr. Baroff

For the Dress and Waist Manufacturers’ Association:

I. B. Hyman  Eman. A. Jackson
Sidney Rosenthal  R. S. Alder
J. J. Goldman  Wal. H. Bartholomew
Henry Wolff

Julius Henry Cohen, Chairman

After canvassing the situation very carefully, the conferees agreed upon the following joint report:

I. Both parties are desirous of raising the conditions in the industry, and of obtaining the equalization of standards throughout by peaceful methods. To accomplish this they recognize the value of an organization representing the workers in the industry, and of an organization representing the employers, and the value likewise of an understanding or agreement between the two, with adequate machinery to enforce and carry out the principles of the understanding.

II. Both parties desire to enforce sanitary standards throughout the industry, at least as high as those promulgated by the Joint Board of Sanitary Control in the Cloak Industry. To that end they recommend the creation of a Joint Board of Sanitary Control in all jurisdictional respects like the Joint Board of Sanitary Control in the Cloak Industry, two representatives to be chosen by the manufacturers, two by the union, and the three representatives of the public to be the same three who now represent the public in the Cloak and Suit Industry, the powers of the Board of Sanitary Control to be the same as those now vested in the Board of Sanitary Control in the Cloak Industry.

III. To make more effective the maintenance of sanitary conditions, to insure equality of conditions throughout the industry and to guarantee to the public, garments made in certificated shops, the parties commend the value and desirability of instituting a system of certificating garments by a label to be affixed to the garment. Recognizing the difficulties of working out the details of such a plan at this time, but with the present preliminary development of the plan in the Cloak Industry, they believe that a complete plan can be worked out in the Dress and Waist Industry within a year. Accordingly, each side agrees to co-operate to the full extent of its power in the formulation and effectuation of a system for the certification of garments, adequately safeguarding the employers, the workers and the consuming public.

IV. Both parties recognize the necessity for providing methods for adjusting disputes and grievances that arise. To that end, they recommend the creation of a Board of Grievances, similar to the one now in existence in the Cloak Industry, to consist of ten members—five chosen by the manufacturers and five by the union—all rules, regulations, and precedents now in existence in the Cloak Industry to be followed, so far as they are practically applicable to the Dress and Waist Industry.

V. The Board of Grievances is to have the same power to appoint clerks as the Board of Grievances in the Cloak Industry, and to follow the methods for adjusting disputes and determining controversies now in existence in the Cloak Industry.

VI. The Board of Grievances shall also be the continuous Conference Board representative of both sides, in which shall be discussed all problems and all plans for improvement of the industry.

VII. All the provisions for peace and arbitration contained in the Protocol in the Cloak Industry, are to be followed in the Dress and Waist Industry.

VIII. The conference recommends the creation of a Board of Arbitration with the same powers and authority as the Board of Arbitration in the Cloak Industry, one member to be designated by the Manufacturers, one by the union, and one by the public. In case both parties do not agree upon the third nominee, the
two arbitrators selected by them shall select a third.

IX. The conferees recommend that the parties agree to the full extent of their power to equalize standards of labor throughout the industry.

X. The conferees recommend that the manufacturers accept the principle of the "preferential union shop" as defined in the Cloak Industry, and more fully described under that heading on pages 215-217 of Bulletin No. 98 of the United States Bureau of Labor.

XI. The conferees recommend the standards of hours of labor and wages set forth in Schedule "A" hereto annexed.

XII. With reference to piece prices, the conferees recommend the following method:

a. There shall be in each shop a Piece Price Committee selected by the workers.

b. In the first instance, piece prices shall be settled by the employer and the Piece Price Committee.

c. In settling prices, the price per garment shall be based upon the estimated number of solid hours it will take an experienced good worker to make the garment without interruption, multiplied by the standard price per hour.

d. If the Piece Price Committee and the employer shall be unable to agree, after a conference, the work shall then be proceeded with, but the determination of the price to be paid for the work shall be made as follows:

e. One or more workers shall be selected to make the test for the purpose of determining the number of solid hours it will take an experienced good worker to make the garment in question.

f. Both the employer and the Piece Price Committee shall agree upon the operative who is to make the test, but in case they fail to agree, the Piece Price Board shall make such designation.

XIII. There shall be in addition to the Boards already referred to, a Board to be known as the "Piece Price Board," consisting of eight members—four to be appointed by the Manufacturers' Association, and four by the union. Such Board shall standardize the prices to be paid for piece work throughout the industry. To that end it shall have full power and authority to make a complete and exhaustive investigation throughout the industry as to prices paid for work, amounts earned by operatives and classification of garments made. It shall immediately make a complete and exhaustive examination into the existing rates paid for piece work throughout the industry, and shall report in writing within six months from the date hereof, the results of its labors. It shall be the duty of the Board of Grievances immediately to convene and act upon said report, and establish thereon the standard rate or rates per hour to be fixed throughout the industry as the basis for adjustment of piece prices.

XIV. Pending such determination of the standard price per hour, operators shall receive the following temporary increases:

In all shops where the standard per hour is now less than 28 cents, there shall be an increase of at least 15 per cent.

In all shops where the standard per hour is less than 30 cents and more than 28 cents there shall be an increase of at least 10 per cent.

In all shops where the standard per hour is now 31 cents or 32 cents, the standard shall be advanced to 33 cents.

In no shop shall the standard rate per hour be less than 30 cents, and where the rate is now 33 cents or more, the present standard rate shall in no case be reduced.

In cases of any dispute or controversy in any shop as to what is the standard per hour now paid, such dispute or controversy shall be settled by the Piece Price Board, and its decision shall be final.

XV. The conferees recommend that the Piece Price Board shall have authority to appoint clerks or representatives, expert in the art of fixing prices, and that such Piece Price Board shall follow, so far as practicable, the procedure now being followed by the Board of Grievances in the Cloak Industry.

It shall have power to make suitable rules and regulations for the purpose of conducting its business, and shall have full power and authority to dispose of all appeals that may be taken either by the union or the Manufacturers' Association, and shall settle all controversies that arise in the industry concerning piece prices.

XVI. The parties agree that although an un-
understanding has been arrived at between them as to standards, institutions and methods, nevertheless, the workers in the shops and members of the Manufacturers' Association shall join in the general protest against conditions throughout the industry. It is understood, however, that at the time of the calling of the "general strike," about to be called, they (the employees), shall be informed by the employers that an agreement or understanding has been arrived at between their employers and the union and the union specifically agrees that they shall return to work within seventy-two (72) hours after such protest.

XVII. "In order to make for equality of standards throughout the industry, it is the intention of the Manufacturers' Association to take into its membership all employers in the Dress and Waist Industry, of such character and financial standing as will justify the Association in assuming responsibility for the faithful fulfillment of its agreement with the Union. The Union, on the other hand, recognizes the moral obligation of every employer in the industry to belong to the Association and to contribute to the expense of the institutions created by the two parties.

Accordingly, all employers who desire to settle with the Union will be referred first to the Association and requested to apply for membership. If for any reason their applications are rejected, the grounds for such rejection shall be stated to a committee on review, consisting of six members—three nominated by the Union and three by the Manufacturers. If any employer shall fail to join the association, the Union agrees to lay before the committee on review the original contract entered into between it and the individual employer, together with the nature of the security for the faithful performance of such contract. The Association agrees to remain in executive session during the strike, to pass upon applications for membership from day to day, and the Union agrees to postpone the consideration of any individual settlement, until the employers applying for settlement shall have had opportunity to apply to the Association for membership."

XVIII. It is understood, however, that there shall be no difference in maximum standard of hours, or minimum standard of wages, or sanitary conditions, in any non-association shops, except that the period within which changes to conform to sanitary standards shall be made, shall be fixed by the Joint Board of Sanitary Control.

XIX. Upon approval of this report by the Dress and Waist Manufacturers' Association and the International Ladies' Garment Workers' Union, a protocol covering the terms of the understanding herein set forth shall be drawn up, executed by the executive officers of both organizations, and countersigned by the President and New York representative of the American Federation of Labor.

XIX. The agreement shall become null and void in all respects unless the Union shall, as the result of the "general strike," enroll in its membership the bulk of the workers in the industry.

XXI. The provisions of paragraph "XIX" of the Protocol in the Cloak Industry with reference to filling vacancies in Boards or Committees shall apply hereto, and so far as applicable to the Dress and Waist Industry, the precedents, usages and rules of procedure already established and existing in the Cloak Industry shall be followed.

XXII. The provisions of paragraph "XIX" of the Protocol in the Cloak Industry with reference to filling vacancies in Boards or Committees shall apply hereto, and so far as applicable to the Dress and Waist Industry, the precedents, usages and rules of procedure already established and existing in the Cloak Industry shall be followed.

XXIII. The Union agrees that the gentlemen constituting the Board of Arbitration in the Cloak Industry shall constitute the Board of Arbitration in the Dress and Waist Industry.

XXIV. The conferees recommend that inside subcontracting be abolished.

SCHEDULE "A"

(Tentative:—Pending final decision by the Grievance Board or Board of Arbitration) —

Hours of Labor: Fifty hours shall constitute a week's work. After there shall have been in operation for one year the system of certifying garments referred to in the annexed report, the hours of labor shall be reduced to forty-nine hours per week, provided the other branches in the women's wear industry, then under union agreement, shall also have agreed to a standard of forty-nine hours per week.

WEEK WORKERS

Cutters: Full-fledged cutters shall receive not less than $5. per week.

Apprentices shall be divided into three grades:
Grade A:—Apprentices of less than one year's standing.

Grade B.—Apprentices of more than one and less than two years' standing.

Grade C.—Apprentices of more than two years' and less than three years' standing.

Apprentices shall receive:

Grade A.—$6. per week.
Grade B.—$12. per week.
Grade C.—$18. per week.

On or about the 15th day of June and November in each year, Local No. 10 shall hold an examination for the purpose of admitting apprentices of Grade C to the class of full-fledged cutters.

After January 1st, 1914, the following rule shall be adopted: In each shop there shall be not more than one apprentice for each five cutters employed, but in case there be less than five cutters employed, one apprentice may be employed.

At least one cutter shall be employed in each shop of members of the Association.

Drapers: Not less than $14. per week.
Joiners: Not less than $12. per week.
Examiners: Not less than $10. per week.
Sample Hands: Not less than $14. per week.

Not more than one assistant to each four sample hands.

Ironers: Women not less than $12. per week.
Men not less than $15. per week.

An increase of a dollar per week in the minimum scale after the agreement shall have been in force for one year shall be given.

Pressers: Not less than $20. per week.

An increase of two dollars per week in the minimum scale after the agreement shall have been in force for one year.

Dressmaker-Finishers: Sewing hooks and eyes, four for 1 cent.
Sewing patent hooks and eyes, four for 1 cent.
Sewing ordinary buttons, six for 1 cent.
Sewing self-shank buttons, three for 1 cent.
Sewing belts, two for 1 cent.

Basting buttons on skirts, 2 cents each.

Sewing in belts, 2 cents each.

But in no case less than $8 per week for fifty hours' work after one week's trial.

LACE RUNNERS—TUCKERS—BUTTON SEWING—BUTTONHOLE MAKERS SLEEVE SETTING—CLOSING AND HEMMING

It was agreed that in place of the prices previously mentioned that,—Pending investigation by the Piece Price Board for the purpose of establishing standards for lace running, buttonhole makers, button sewing, sleeve setting, closing and hemming and tucking, shall be settled as to prices in each shop by the Piece Price Committee and the employer, and that in the event of controversy, the matter shall be settled by the Piece Price Board in the manner provided for in the report for operators.

Operators: Operators shall be paid by the piece the standard price per hour to be fixed after the investigation by the Piece Price Board within six months, and in the meantime there shall be the percentages of increased referred to in Paragraph "XIV."

OVERTIME

Not more than four (4) hours in any one week, nor two (2) hours in any one day, except for cutters who are allowed to work overtime not more than two and one-half hours in any one day. No overtime between Saturday at 1 P. M. and Monday at 8 A. M., except on specials requiring completion by finishers or pressers for immediate delivery, and then for not more than (2) hours. Double pay for overtime (week-workers).

ADDITIONAL INCREASES

An additional increase of ten per cent. (approximately), shall be granted by the manufacturers as soon as a system of certificated garments to the consumer, referred to in paragraph "III" of the annexed report, shall have been in operation for one year.
Editorial

We have no apology to offer for the strikes of the Wrapper and Kimono Makers' and White Goods' Workers called early last month by our General Executive Board. If there are any apologies to offer in this business, they must come from the employers and by no means from the employees. Of the wide agitation and long preparations preceding these strikes the public knows little. In the matter of these terribly oppressed and ground-down women and children workers the employers had ample notice and repeated warnings, both direct and indirect.

Ever since the great and notable victory of the New York Cloak Makers in 1910, the White Goods Workers have been in a state of ferment. They would have come out on a general strike right then. Typical representatives of these ground-down workers addressed a petition after petition to the General Executive Board ever since, praying for endorsement of a general strike in their trade. But the Board, composed of men whose experience of strikes and strike agitations extends back for decades, would have none of the haste and impatience characterising the workers. Instead of this they placed organizers in the field to prepare the ground, to agitate, educate, and organize and thus make sure of success in the future.

The agitation among the Wrapper and Kimono Makers began even before the great cloak strike of 1910, and has continued to this
day without a break. These workers too, have all along been insistent, nay clamorous, for a general strike. Nothing else would open the eyes of the public to their deplorable conditions. Nothing less striking than a wholesale exodus from the shops would convince the employers (mostly contractors for a few big manufacturers), of their deep feeling of resentment and revolt against an intolerable state of twentieth century industrial slavery. Nothing else would prove to an apathetic and indifferent world their determination to win better working conditions and more freedom.

Early in 1911 our International Union advanced a large sum of money to organize these people and numerous mass meetings and shop meetings have been held in New York and Brooklyn. The employers knew of the agitation and of the meetings. Some of them attended the meetings themselves, in order to frighten their youthful workpeople from joining the Union. In this they often succeeded, but it only helped to increase the employees' tension and discontent.

Much has been written in the press of this as being a sympathy strike with the men's garment workers. How this speculative guessing has gained credence is hard to tell. The two strikes have been so hopelessly mixed up that to this day the public does not know that there are two National Unions in the garment trade holding separate charters from the American Federation of Labor. One, the United Garment Workers of America, having jurisdiction over the men's wear industry, and the other, our International Union, holding jurisdiction over the workers in the Ladies' Garment Industry. The time may come, sooner or later, when these two National Unions will effect a closer alliance and have a common purpose. In the present strikes, however, the two Unions have been pursuing separate courses, acting independently of each other. We became aware of the agitation in the Mens' Garment Trade only from the general press. It so happened that they called their strike a couple of weeks earlier. They were certainly justified in doing so. The shocking conditions in their trade, due to a state of disorganization, have constituted a menace to the union conditions, won by us in the cloak strike, in 1910, with so much effort and at so much cost. They have our best wishes for a speedy victory. But had the United Garment Workers not called out their men on strike this season, we would have called out our women workers just the same. The time was fully ripe for it and brooked no delay. In another column Miss Gertrude Barnum, our publicity agent, gives a vivid and masterly description of the deplorable conditions under which these women have been working. The employers would certainly have done nothing of their own free will to improve these conditions, and hence our justification for this drastic but absolutely necessary measure.

At our Toronto convention, in June 1912, the question of these women workers occupied a good deal of time and attention, and a number of resolutions were brought in calling for a general strike in these trades. Relating to the White Goods' Workers, Resolution No. 27 reads:

"Whereas, the 15,000 white goods and underwear workers, mostly young women and children, are employed under shocking conditions of low wages and long hours, and"
conditions, or to raise these women workers
from a life of toil and drudgery to recogni-
tion and self-respect otherwise than by a
general strike of all the workers in the
trade, therefore be it

"Resolved, to instruct the incoming Gen-
eral Executive Board to sanction a general
strike in the white goods and underwear
industry in the next season."

And as to the Wrapper and Kimono
Makers, Resolution No. 61 expresses
the cause of the present strike. It
reads:

"Whereas, the wrapper and kimono trade
is in such a condition as to compel the
workers to live with their families below the
ordinary human standard of life, causing
competition between the employers and also
between the employees, and while the cost
of living is constantly rising and the earn-
ings of the employees are becoming lower
and, as we know from bitter experience,
that the effort to do away with the evils of
the trade by organizing single shops and
fighting individual manufacturers to compel
them to pay living wages and grant better
conditions must prove useless while the ma-
.jority of the employers get their work done
for next to nothing and thus force the fair
employer out of business, and as we have
many times applied to the General Executive
Board for sanction of a general strike and
our request has not been granted, therefore
be it

"Resolved, by this 11th Convention to in-
dorse a general strike in our trade for 50
hours not later than January, 1913."

This is the Second Revolt

This is the second time
within three years that
the women workers in
the Ladies' Garment Industry revolt
against the sweat shop, low wages, long
hours and all the evils arising therefrom.
Towards the end of 1909 the Waist and
Dress Makers attracted world-wide at-
tention by their courageous stand for
unionism and humane treatment. For
the first time in the history of organized
labor, an army of 30,000 employees 90
per cent. of whom were young women,
braved cold and hunger, and suffered,
police persecution and imprisonment, in
order to put an end to the intolerable
conditions existing in their shops.

The wave of Unionism among the im-
migrant workers was then just rising
and the employers were not sufficiently
wide awake to recognize its significance
and future forebodings. They then
fought hard and strenuously against this
force of women workers whose deter-
nation they much underrated. The
majority of the manufacturers had
signed-agreements granting most of the
demands. But that they did not mean
to keep up the improvements granted in
1909-10 was seen from the fact, that at
the end of the first year most of them
took back the liberties and concessions
and reverted to the old conditions.

Unionist Wave
Spreading to the
Whole Trade

But the mighty forces let
loose in the eruption of
the great Shirt
Waist Strike, although
seemingly quiescent after the settlement,
were by no means exhausted. They
spread to the cloak trade and effected
practically an industrial revolution for
the workers therein. They spread to other
branches of the needle trades, notably the
Ladies' Tailors, and Fur Workers. They
shook them to their foundations and ef-
fected great improvements. A wave of
restlessness was pervading the whole
clothing industry. The powerful organ-
ization of cloakmakers that had become
a tower of strength for the workers in
the trade, had furnished an example as to
what could be done in the way of in-
creasing wages, reducing hours, and
cleaning up unsanitary factories by Uni-
.on and organization. It had inspired
the leaders in several branches of the in-
dustry to renewed efforts and fresh agi-
tation. To that wave of Unionism, origin-
inating in 1909, must be attributed the
present tie-up of the garment industry.
Of course, the employers of the industry whom those strikes involved, remained incredulous, unobservant and obdurate. Their wish was father to the thought and they did not believe in the staying power of the new movement. They were apparently incapable of concluding that their oppressed and crushed down employees would sooner or later open their eyes and strike a blow for their elementary rights. They were blinded partly by their selfish profit-seeking and partly by their inability to perceive that the "old order changeth."

This accounts for the fact that even after the two great strikes in the Shirt Waist and Cloak trades, there could yet happen a Triangle fire, resulting in the sacrifice of 145 young lives to the moloch of Greed and Selfishness. Thus is explained to us the fact that all the evils of the sweat-shop, child labor, insanitation, homework and women working for $3.50 to $4.00 a week should prevail unchecked in the White Goods, Women's Underwear and Wrapper and Kimono trades. The employers did not wish and therefore did not believe that their employees would sooner or later rise up in revolt against their system of modern industrial slavery.

But what they never expected did happen. The strike of 15,000 White-goods' Workers and of 10,000 Wrapper and Kimono Makers must have given them a rude awakening. That these young people would join the ranks and fight for higher wages and humane conditions was beyond their range of view. The spirit of revolt of these girls can be judged from the determination shown by their sisters, the Shirt Waist Makers, three years ago. Now that they have started the fight they will not turn back until their hard lot as workers is alleviated and their conditions improved.

Fortunately, the largest and most important Dress and Waist Makers and Waist Manufacturers heeded the warning and wisely refrained from running the risk of a protracted strike and a shifting of the trade to other centers. Fortunately, too, the example afforded by the cloak trade, with its two and a half years of peace and prosperity, stood out boldly, pointing to possibilities that to reason and common sense are infinitely preferable to "War to the Knife," involved in a strike of such magnitude. And once selfishness, anger and passion are replaced by the exercise of reason, common humanity begins to see points of dispute in a better perspective. It was reason and common sense that inclined the manufacturers to confer with our representatives, and in conference they did not fail to see the justice of the workers' position and the advantages that would accrue to themselves from the collective bargain with their employees. They also saw that to concede just demands in good grace is nobler than ultimately to have to concede them under the pressure and obloquy of public opinion.

The recommendations of the conference that appears in another column of this issue, are naturally not the work of a day. Their general outline has been arrived at after several weeks of discussion prior to the strike by the representatives of both sides, who met together in a private capacity and without power to sign any agreement. It speaks volumes for the desire of both our Union and the Dress and Waist Manufacturers' Association to meet the situation amicably, that as soon as the plan was ready the Asso-
Figures a, b, c, d, e, f and g represent the wages per hour paid in shops before the strike. But the settlement has set down the minimum at 30c per hour, below which no one will work. x in margin represents the number of people and wages paid before the strike. y represents percentage of gain.
THE LADIES' GARMENT WORKER

Much More Than a Settlement

To call this victory a settlement, so far as the employees are concerned, is to use a very moderate, nay, an incorrect term. It is far more than a settlement! It is a grand achievement; it is an uplifting of the lowest paid workers, elevating to those who were on the lowest rung of the ladder. It is this factor that will distinguish this strike from its predecessor of three years ago and will serve as a beacon of light to other trades. The so-called victory of 1909-10 was proclaimed with a great flourish of trumpets, but it had no staying power behind it and had consequently simmered down to nothing. That was because it was not a voluntary arrangement, contracted by mutual consent, and did not, like the present plan, provide for a strong Union on the one hand and a strong Manufacturers' Association on the other, for the purpose of standardising work prices, equalizing conditions and abolishing ruinous competition that thrives on sweating and underpaid labor.

Gain of 100% for the Lowest Paid Workers

Our main object was to protect the weakest and to benefit the most oppressed workers. This was by no means an easy task, but by dint of hard thinking and calculating we arrived at a satisfactory solution. The most significant point of our procedure was that instead of asking for a general increase of so much percent, we have worked rather towards equalization. The diagram given below will show at a glance that the lowest paid workers gain a hundred percent. in wages, apart from gains in hours, protection afforded by the Union shop, better sanitary conditions and many other vital improvements. Thus, 30\(^\text{c}\) cents an hour instead of 15 cents, paid in some of the shops, has been set down as the minimum rate. All employees heretofore receiving below 30 cents an hour will at once be raised to that point, while the higher paid workers will be able to advance by skill and competence. True, there are many difficulties and complications to be overcome in a trade governed by seasonal caprices, changing styles and market fluctuations. But by reason and good sense they will be surmounted. We congratulate Local 25 on this splendid result.

Miss Lina Gasson is one of the most daring pickets of the White Goods' strike. It was Lina who brought out the girls from the Majestic Underwear factory. The foreman followed them to the street and ordered them not to "hang around" the shop. "You will land in the work-house the first thing you know!" he shouted.

"We," said Lina, "I'm not afraid. I have been in a work-house since fourteen years, doing hard labor, making petticoats."
Monthy Bulletin of Events

Telegram from the American Federation of Labor, Washington, D. C.

JOHN A. DYCHE
THIRTY TWO UNION SQ NY

EXECUTIVE COUNCIL, NOW IN SESSION DIRECTED ME TO CONVEY THEIR CONGRATULATIONS UPON THE FACT THAT AN AGREEMENT HAD BEEN REACHED BETWEEN MANUFACTURERS ASSOCIATION AND THE SHIRT WAIST AND DRESS MAKERS AND TO EXPRESS THE HOPE THAT IT MAY BE EXTENDED TO COVER OTHER WORKERS OF YOUR INTERNATIONAL NOW ON STRIKE.

FRANK MORRISON.

Roosevelt Interested in our Young Strikers

At least one renowned personage has become personally interested in our young strikers, the Wrapper and Kimono Makers' and White Goods' Workers. This is Ex-President Roosevelt.

Colonel Roosevelt, accompanied by Miss Madaline Doty, Secretary of the Child Welfare Committee, and Miss Gertrude Barnum, publicity agent of our International Union, visited two of the halls, the local headquarters of the strikers. Immediately the girls of many tongues surrounded him and told him their sad stories of life and labor—how they had to suffer a sort of semi-starvation on their miserable pittances of $3.50, $4.00, and up to $6.00 and $8.00 per week; how they had to own their machines and pay for them out of their miserable pittances, and many other stories that might stagger humanity, if only humanity could bring itself to think and to feel.

No wonder that Colonel Roosevelt was touched to the quick and has promised to continue taking a lively interest in the struggle of these youngsters for a better life.

The Colonel came out strongly in favor of the adoption of such protocols of peace as have been adopted in the cloak industry, and the dress and shirt waist industry. He favors collective bargaining as distinct from individual bargaining, and said that the little girls employed in the kimono, wrapper and white goods industries were "absolutely helpless" without this provision. Wherever a "protocol of peace" is adopted, the Colonel thinks, the Federal Department of Labor ought to keep an eye on the observance of such an agreement.

TORONTO, CANADA

Unionism Eliminates Graft and Creates New Spirit

M. Lapidus, Canadian Vice-President of the I. L. G. W. U. and Business Agent of the Toronto Cloak Makers' Union, Local 14, writes:

"It is not very long ago, when it was usual for Cloak Makers to pay "graft" to their foremen and make costly presents to managers and designers. It was common among them to think this system a necessity. But, since they have learned the value of being strongly organized, petty "graft" and favoritism have been eliminated from the organized union shops and they appreciate the services rendered by their shop chairmen. Presents, honors and expressions of gratitude now go to these loyal and devoted workers for the cause."

I might mention as an example the Cloak Makers of John Noythway's factory who presented Bro. J. Sheinkman with a diamond ring for the courage and devotion with which as shop chairman he watched over their interests for 18 months. The presentation was made at a private banquet given in his honor. Similarly the operators presented suitable gifts to the under pressers of this shop for their good work and a handsome present is to be given to Bro. Winreib, on the occasion of his approaching marriage.

These union amenities have been characterized by considerable enthusiasm and are an indication of the internal harmony prevailing in our ranks.

KALAMAZOO, MICHIGAN

Beatrice Phillips Prefers Union to Church

The Cleveland Press reports—Little Beatrice Phillips, eighteen, has had to choose between the church in which she was baptized, and in which she grew to young womanhood, and the labor union that is fighting to give her and her fellow girl workers a chance to live honestly and healthily.

She chose the union!
Beatrice was one of the girl workers in a Kalamazoo corset factory, who organized a union about a year ago, and, demanding better working conditions and living wages, was forced to strike. Their chief weapon in that strike was prayer!

When the strike was ended her employer forced her to choose between the union and her job. She chose the union. That made it impossible for her to get a job in any Kalamazoo factory.

She then went to work for the international union and began organizing non-union employees in Des Moines and Davenport, la.

Then the Third Christian Reformed church, of which Beatrice was a member, sent this letter to Beatrice:

"Dear Sister: The consistory of the Third Christian Reformed church has been informed that you are in Davenport, la., working in behalf of a union to interfere with the work of a company that is doing, or attempting to do business in that city. We have heard that the nature of your work is such that it may be called 'chasing scabs.'

"We warn you and kindly ask you to cease it. It will be for your own benefit if you do so.

"May the Lord bless you and cause you to see that your present occupation is not proper for a Christian.

"By order of the consistory.
"J. C. SCHAP (Minister),
"J. I. BUSHOUSE (Clerk)."

Beatrice thought of her Christian faith. She thought of the call of humanity, and then penned the following letter to her church:

"I was not in Davenport 'chasing scabs' at the time I received your letter. However, I am in Davenport now, and although I am not 'chasing scabs,' my work is something similar. I have done the best I know how. Do you realize that I was discharged from the Kalamazoo Corset Co. for no other reason whatever than that I have been active in union work? I think you all know that the conditions in that factory were a disgrace to the girls that worked there. We were working to better those conditions and for the uplift of humanity in every way.

"I have thought this matter over carefully, and as I still intend to continue this work you do not think is proper for a Christian, I therefore ask you to send me my withdrawal papers, as I do not wish any longer to be a member of the Third Christian Reformed Church.

"I do not want you to think I am disgusted with religion, for my belief in Christianity is the same. And I intend to live as good a life as I know how to live, but I am disgusted with the tactics they are using in that church, therefore I cannot be a member.

"Yours truly,

"BEATRICE PHILLIPS."

President James Hatfield of the Kalamazoo Corset Co. is a leading light of another Kalamazoo church. HIS fitness for church membership has not been questioned.

TOLEDO, OHIO

A Novel Organization of Members' Wives
Morris J. Cohen writes:

The members of the Cloak Makers' Union, Local No. 67, their wives and families, had a good time on December 25th, when they met together for the purpose of installing their newly-elected officers and members of the Local Executive Board for the ensuing term. Installation of officers was followed by a grand entertainment and festive speeches during which the retiring officers, President Samuels and Secretary Cohen, were presented with suitable gifts in appreciation of their past services.

A plan which was being matured for some months took definite shape at this gathering. So much has the Union spirit seized hold of the Toledo cloakmakers that it has penetrated into their very homes and hearths. The members' wives are eager to share the Union activities of their husbands and in order to realize their wishes, they have formed a women's auxiliary organization to help the cause in every way. A formal meeting has been held since when this novel organization was officially launched. Mrs. J. Zeitz was elected President, Mrs. M. J. Cohen, Secretary, Mrs. Soldniger, Treasurer and Mrs. A. Apelbaum and Mrs. H. Kass, Trustees.

The newly-elected officers of the Local are Meyer Rosenberg, President; Louis Reinstein, Vice-President; Adolph Soldniger, Recording Secretary; David Mandler, Financial Secretary and Harris Kass, Treasurer.

CINCINNATI, OHIO

Charles Fromer, Organizer of the Joint Board of Cincinnati, informs us that the strike at the King Lorment Co. had been settled most satisfactorily. A contract for a union shop had been signed and the scabs sent down.
Mr. Skinner Climbs Down

A Story of a Girl's Strike and its Success

The girls at Skinner's shop had rebelled. They refused to work any longer until Mr. Skinner took back Molly, who was sent away because she refused to work after her time was up.

Mr. Skinner ran around the shop like crazy. "These girls will drive me mad," he said. "They want to run my business for me. What do they think I am here for? They want to tell me what I can do in my own shop. I'll let them know who owns this place.

But the girls refused to go back. They stood on the street waiting for Mr. Skinner to come to them. They were ready to talk it over; with him when he was sufficiently cool.

They had presented their case in a calm, cool way from the first. They had asked Mr. Skinner to reinstate Molly, who had only lived up to her rights. He had refused and the girls walked out. Molly herself had not been cool when the boss tried to impose upon her. Molly had a hard time to make ends meet at home, but she had always submitted; but she was dead tired that day, and cross and waiting to go home, and to be told to work longer without extra pay was the last straw. On another day she would probably have been resigned to the unjust demands on her time, just as she had always been.

When Molly refused to work any longer and said that she was going home, Mr. Skinner swore at her. But a girl remembers sometimes that she has some claim on her own time. This made Molly madder than ever; she could not bear it any longer and told Mr. Skinner what she thought of him and his ways.

"You think you own this shop, but you don't own me. When I'm through with my work, it's quits. I've got something else to do besides making goods for you. I've got a home and you can't keep me here any longer than what you pay me for."

Mr. Skinner told Molly that she could go home and not come back any more. He'd have people in his shop that did what he told them.

The other girls knew Molly's hard fight and were fond of her. They wouldn't see her abused in that way. When Molly was told to go, they wouldn't stand for it. They told Mr. Skinner so. They, too, were tired of his impositions, and they weren't going to have Molly suffer for them all.

Molly felt badly that she had gotten them all into trouble, but they told her it would have come sooner or later. "We've got to take a stand," said Lottie, "on what we will take and what we won't take from Mr. Skinner."

Before they broke up in great excitement, they decided to meet that night at Molly's house and talk the matter over.

When Molly left the others her nerve broke down for a minute, the strain had been so great. But then she remembered that she had started the fight; she had made herself a leader, and she must be strong and fight on. So she immediately set to work to make clear in her own mind what she would tell the girls that night.

That night, when the girls met, she asked them to let her tell them what she thought. "What does the boss mean when he says 'I am the owner of my shop?'" she began, in a thoughtful voice. "What is his shop and who is he? Girls, do you think he means us when he says 'my shop'? I have an awful feeling that he does. But he has no right to own us, any more than we have to own him. We're not like his machines. He can't move us around and do anything he likes with us. If we want to move we move ourselves; we don't have to wait for him.

"Anune can't measure us and cut us up like he does his goods. When one piece of goods is all made up there's more to be had; but when we're gone we're gone for good and all.

"His scissors and his tables and boxes and shelves and all those things are his, and nobody is asking for them. But he is not making my living for me; it's my own work that is putting bread into my mouth and a roof over my head, and it's my own hands and feet that are doing the sewing. The machines are his, but I am not one of them. I only work them.

"There's things that are his and things that are mine and yours, and he's got to learn that and we've got to make him learn it.

"You've been great to come down with me. Let's stick it out now, and if we show him that we mean business we'll get what is coming to us."
The girls decided to keep up the strike, and when the boss came to them they would tell him just where they stood. They saw it clearly now and they would stick to that. They might lose their jobs, all of them; but then, the thing they wanted was worth fighting for, and with Molly as leader they had good hopes. And, then, some one had to take a stand. They were going to be rebels prepared to suffer in order to gain their point.

They decided to join the union and get other girls to see their view and act with them.

Before leaving the house they arranged for some girls to be outside the shop all day, from early morning, so they could see what was going on. They would take turns at this, four at a time. Molly asked them to come to her rooms in the morning, so they would hear what was going on at the shop.

It was the next day and the girls were hanging around at Molly's waiting for news. The first pickets had not come back yet, nor did Mr. Skinner have an advertisement in the newspaper for workers. So far there seemed to be no trouble, but they were ready for it any minute.

Lottie, impatient to know what other shops were doing, had gone to the union office. She told the man in the office that all the girls from her shop were going to join in a day or two.

"What did he think about our strike?" asked Mary.

"He wasn't much surprised. He said lots of the workers in other shops were pretty near ready to do the same thing. He said all the white-goods workers would come out soon to get better conditions. He was kind of sorry we hadn't waited till then, but he thought we should go back now, or things would be made even worse for us.

"I told him we didn't think of going back; we'd do anything else first.

"He said the union would do all it could to help us, and we did the right thing to picket the shop to keep other girls from taking our places."

While Lottie was talking, steps were heard on the stairs.

"It's the pickets," some one screamed, and they all rushed to the door. But it wasn't the pickets; it was a man with a note for Molly. Chills ran down Molly's back as she tore open the envelope, while the girls stood around breathless.

"Mr. Skinner wants to see me, girls."

The girls shouted.

Molly told the man to tell Mr. Skinner she'd be there in half an hour. She wanted to get him away. When he had gone she sank to the floor and laughed.

Molly was a little nervous about meeting Mr. Skinner, so much depended on her. "I'll do all I can, girls," she said, as she was going out. "Wait for me."

"We'll wait all right. Don't be afraid," they called after her.

The reason Mr. Skinner did not advertise for workers was that he was scared. If his workers would leave him, others would do it too. His shop was his own, but not the life of the girls. All these girls wanted was to work no overtime without pay, anyhow. Ten hours they worked now; that was pretty good for a day's work. He would hear what they had to say. That is why Molly got the note.

Molly did not know just what she would do when she met Mr. Skinner, and when he said with a sneer, "You're a smart girl, aren't you? You can take all the girls with you." She told him simply that "The girls had come down by themselves."

"When are you girls coming back?"

"We aren't coming back until you stop keeping us overtime."

"Well, if I give you that you'll want something else then—more all the time until you own my business."

"What we want now is no overtime."

"If I give you that," said Mr. Skinner, hurriedly, "will you promise not to ask for anything more?"

"We're not going to promise anything, Mr. Skinner, and we won't go back unless you stop overtime."

Molly was firm. Mr. Skinner saw it; he could get nothing more from her. He controlled himself this time, but his face was red with anger.

"Tell them to come back to-morrow, and you come, too."

"All right, Mr. Skinner, I'll come," said Molly, as she walked off.

Again Molly laughed as she ran down the stairs. "Girls!" she called, as she burst into her rooms, "it's no more overtime and come back tomorrow."

The girls screamed with joy.

"We've got him, girls. I wanted to tell him a lot of things, but I didn't. We've got this much now, and God knows what we'll get next."
"Hurrah for Molly!" shouted Lottie. "It's no more overtime for us."

"Yes; no more overtime," said Molly. "But it is not only that we've got, Lottie. We've got the right to own ourselves. He knows now that we don't belong to him; that if we don't think things are on the square we'll quit. He'll be afraid, now when we go back, to ask more than we think we ought to do. He don't care much for me, you bet. He thinks I put you all up to this job. We've got the laugh on him this time. It was dead hard for him, but good for us. It's so good to feel you're a real person and that the boss doesn't own you."

Impressions of the Rochester Convention

By a Socialist Trade Unionist

It is remarkable how at every convention of the American Federation of Labor the entire press of the country, the Socialist as well as the capitalist, harps on the prospective fight between the Socialist and anti-Socialist delegates. Long before any delegate had dreamt of possible disagreements the newspapers had already anticipated the future conflict.

Our Socialist papers did not lag behind in this respect. Every day they printed long articles detailing Gompers' plans to rout the Socialists and the measures concerted by the Socialist delegates to defeat what they are pleased to call "Gompersism." After wading through these highly sensational accounts the general reader is none the wiser as to what actually transpired. Having been present throughout the sessions, I shall try to give our readers a clear idea of the proceedings.

Of the many reports and resolutions dealt with, only a few were of immediate interest to all the trade unions, except where they were of particular interest to the Unions concerned. I propose in this article to refer to some of those questions, in which the entire labor movement is interested and will discuss them from a trade union and Socialist standpoint, in order to see their relation to Socialist tactics. These are:

1. The Sherman Anti-Trust law and political action.
2. The Danbury Hatters' Trial.
3. The Iron Workers' Trial in Indianapolis.
4. The question of the Initiative and Referendum, applicable to the election of the officers of the American Federation of Labor.
5. The Chicago Pressmen's Strike.
6. The Steamfitters' and Plumbers' case and other important jurisdiction cases.
7. Industrial Unionism.
8. Election of officers.

President Gompers stated in his report that the Anti-Sherman Trust Law is now being applied to the Trade Unions, which arc considered as trusts, thus making it possible for manufacturers to sue Unions for damages in case of a strike and to imprison their officials in default of payment. The report also referred to the necessity of amending the Sherman law, so as to exempt the Trade Unions therefrom and urged the delegates to take proper steps to have the amendment passed by congress. This gave the socialist delegates a good opportunity to declare their position that only by independent political action of the combined labor forces can bad laws be repealed and favorable labor legislation introduced.

But as the discussion of party politics on the floor of the convention is contrary to the constitution of the American Federation of Labor, all the speakers endeavored to avoid mention of the Socialist Party and confined themselves to pointing out that if the workers had 50 direct representatives in Congress, the Sherman Anti-Trust law could easily be abolished. They instanced the Taff Vale decision in England of a few years ago, by which the Railway Workers' Union was mulcted in a million dollars damages to the railway magnates as a result of a strike. That adverse decision has opened the eyes of the British working class to the real situation. Accordingly, British Labor combined, organized their own party in Parliament and thus succeeded in abolishing the obnoxious law. By following the British example organized labor in America would quickly achieve the same result.

Meanwhile, an amendment was brought forward by one of the delegates, calling upon the American Federation of Labor to organize a National Labor Party on the same lines as in England. The amendment, however, was not accepted, and all the socialist delegates voted
solidly against it. Instead of this the original report of the committee was adopted to work by the system of lobbying as heretofore.

The Danbury Hatters' Case

The report relating to the Hatters' Case and the verdict of $240,000 against the United Hatters of North America, gave a renewed zest to the subject of labor representation in Congress. Unfortunately, one of the delegates while on the floor, made a digression into Socialist Party tactics, and was pulled up on a point of order. This prevented the debate from running in this direction.

However, Delegate Mahlon Barnes, the former secretary of the Socialist Party, did not fail to make of this question a party issue. He moved that the Federation should continue the strike and assume responsibility of conducting the appeal and paying any future fines, if necessary.

This motion was voted down on the ground that such action would be a direct invitation to Capitalists to saddle the Federation with responsibility in future strikes called by International Unions. Finally, it was resolved that the Federation should continue to support the Hatters' Union financially in its struggle against its enemies.

Relating to the dynamite trial in Indianapolis, the convention decided to request all the Unions to aid the accused financially, with a view to establishing their innocence. Some delegate called on the convention to vote a lump sum towards the expenses of the defense, but this motion was rejected.

Industrialism

The delegates from the United Mine Workers brought in a resolution urging the American Federation of Labor to spread among its affiliated Unions the idea of organizing by industries instead of by crafts. This resolution was the signal for the bursting forth of all the big guns. The socialist delegates made this question a socialist issue and even John Mitchell ranged himself on the Socialist side and spoke in its favor.

A miners' delegate, Green by name, who was recently elected senator on the Democratic ticket, likewise espoused the socialist cause. The Resolutions Committee, however, brought in a substitute making it optional for trades to organize as they deemed it best for their interests and recommended that where a group of Unions found it advisable to amalgamate, the Federation should give them all possible aid.

Delegate Walker of the Miners' Union, proposed an amendment that where practical the Federation should carry this thorough by majority vote. Many delegates spoke against the amendment, because, if carried, it would make it possible for large unions to swallow up smaller ones against their will. It would furthermore be an undue interference on the part of the Federation to order them to be swallowed up.

In course of this debate, our Secretary Dyche has likewise achieved fame in the columns of the Socialist Press as an anti-socialist (*). The New York Call, The German Volkszeitung, and the Jewish Daily Forward devoted much space to a description of how Secretary Dyche attacked the Socialists as causing all the trouble in the Unions. In truth, Secretary Dyche never made any such statements. What he did say was that our International Union is in a large degree an industrial organization. Our organization is composed of various trades and the trouble with us is that our locals cannot swallow the Industrialist panacea. The locals are continually quarreling over questions of jurisdiction. Dyche pointed out that at the last convention, when the question of direct payment of strike benefit by our International Union was discussed, the main objection raised by some of our industrialist delegates was that the money paid by the Cloakmakers would be spent by the White Goods Workers, who have little connection with the cloak trade.

He also pointed out that the same delegates who willingly voted for all abstract revolutionary resolutions, have voted against all progressive resolutions which were introduced by the general officers, as for example, to reduce the initiation fee of new members from $25.00 to $10.00, or to provide a special fund to organize the unorganized trades in our industry, and further, that our meetings of the General Executive Board are often paralyzed, because they are mainly taken up with settling jurisdiction fights among the locals, and that all revolutionary phrases about solidarity and brotherhood are proclaimed by some of the members only when they do not affect their own trade interests. Secretary Dyche invited all the advocates of industrialism to visit our International Union and study for themselves how industrialism works in practice among a certain socialist element in our trade.

During this debate two delegates were not far from coming to blows, and if President...
Gompers had not intervened, many of the delegates might have returned from the convention with black eyes and broken noses.

Delegate Egan of the Ohio Federation of Labor, in the course of his argument against industrialism, made the statement: "that the International Typographical Union was industrially organized when the present appointees of the Federation had preached "free love." Delegate Walker, a socialist, and also one of the principal delegates from the miners who introduced the industrial resolution, thought that Egan meant to say that Walker had been preaching "free love." Immediately Walker, a big muscular man came forward to the table where Delegate Egan, a small, weak fellow was sitting, and challenged him to repeat the statement. President Gompers foreseeing awkward possibilities, adjourned the Convention until Delegate Walker had resumed his seat.

How the industrialist issue became a socialist issue only God knows, but if industrialism means socialism, then John Mitchell is also among the "Comrades."

**Industrial Talk and Trade Union Practice**

Certain socialist delegates from the Brotherhood of Painters, on the other hand, who voted for the industrialist resolution, voted on another occasion against the admission of the delegates of the Western Federation of Miners, because many painters who are employed around the mines are not transferred to the Painters' Union. A similar contention was raised by the socialist delegates from the Machinist Union who protested against the admission of the flint glass workers on the ground that the latter retain about 2,000 machinists who rightly belong to the Machinists' Union.

So that, in reality, the question of industrialism involved no Socialist issue or principle, but rather a question of interests and convenience for each organization. Even socialist delegates voted against industrialism when they felt that the interests of their organization would thereby be adversely affected.

The Executive Council pointed out that within the last few years they have tried to amalgamate all the Carpenters' Unions. Such amalgamation is also a step towards industrialism. Unfortunately the amalgamation of the Unions in the wood working industry is far from being a reality. One of the Unions has persistently refused to comply with the plan prepared by the Federation, while the locals of another union, which has officially entered into amalgamation, have by way of protest received and joined the I. W. W. This shows that industrialism cannot be brought about by resolutions of convention.

**Election of Officers by Referendum**

At the Atlanta Convention a resolution was brought in that all the officers of the Federation should be elected by direct ballot of the members, instead of by the delegates at the convention. Not possessing precise information of the working of the referendum in other organizations, the convention had instructed the Executive Council to study how the method works in other National and International Unions and to bring in a report to this convention.

The Executive Council reported that the referendum does not exist in the majority of the International Unions. In many large organizations where the referendum did exist a few years ago, it had to be abandoned on account of certain dishonest practices and ugly disputes at elections; so that if the International Unions do not practice it themselves, how then can it be applied to the Federation officials? The report referred to the fact that even in the well-disciplined German Trade Unions no referendum is employed in the election of the general officers. If the artillery men of both sides took part in this debate, and the battle was furious. President Gompers availed himself of the occasion to read an editorial from the *New York Call* in which its editor contended that it was not practical to elect the officers of the socialist party by referendum, because its members generally have no personal knowledge of the candidates. The members usually vote for certain comrades as Executive members because they are known to be eloquent speakers or popular writers, but these qualities do not necessarily prove their ability as leaders of a big movement. The *Call* editorial further maintained that the party politicians are able to influence the voters. Therefore it would be more advisable to hold yearly socialist conventions, where it would be possible to ascertain the character and ability of the candidates to be elected. Naturally this editorial was a blow to the socialist advocates of the referendum in the Federation.

It was also pointed out without contradiction that, even in the big Miners' Union, whose delegates stood firmly for the referendum,
30,000 votes cast in the Illinois district for John Walker as President, against Tom Lewis, were stolen, and up to this date they have not been recovered. An editorial was then read from the Painters' official magazine showing that the recording secretaries deliberately held back the ballots until the time for sending them to the general office had expired, in order to omit them from the counting.

The furious cannonade continued all day and when the mental ammunition had given out and the smoke of the battle was cleared away, it was found that only few votes were cast in favor of electing the officers of the Federation by referendum.

The Chicago Pressmen's Strike

In May 1912, a strike broke out among the pressmen in the Hearst newspapers, and before long also in the other English newspapers. A few days later, the stereotypers, newsboys and drivers joined the strikers, except the typesetters. The strike lasted until a short time ago, when the newsboys, drivers and stereotypers gave up the struggle, but the pressmen are still on strike. The Pressmen's Union had therefore brought in a resolution, calling upon the American Federation of Labor to help settle the strike and compel the typesetters to join the pressmen. The debate on this question gave certain delegates an opportunity to roast the officials of the International Typographical Union for preventing the typesetters from joining the pressmen in a sympathetic strike. The delegates of the Typographical Union naturally did not spare the representatives of the Pressmen's Union, and accused them of incompetence and negligence. The debate became so hot that our friend Max Hays, who represented the International Typographical Union, forgot his views on solidarity, socialism and industrialism, and defended the position of President Lynch for not calling out the Chicago typesetters on a sympathetic strike. Hays claimed that his Union has contracts with the employers and would by no means break them. They would never agree to use expedients calculated to jeopardize their interests. After a long debate, the matter was referred to the Executive Council with power to help the pressmen to settle their strike.

The Steamfitters and Plumbers' Case

At the Atlanta Convention, a year ago, it had been decided that the Federation should not recognize more than one Union in the pipe industry. The Executive Council was instructed to call a conference of the Plumbers and Steamfitters' International Unions for the purpose of amalgamating the two under one charter. Such a conference was called, but the steamfitters refused to amalgamate. All the council could do in this case was to refuse to accept dues from the Steamfitters' Union, for to exclude them from the Federation a two-thirds majority is necessary. When the question of disciplining the steamfitters came up, J. Mahlon Barnes, of all men, forgot his industrialism and voted to retain the steamfitters in the Federation as a craft union. The majority of the delegates, however, were of the opinion that industrialism in this trade was practical and necessary.

Election of Officers

At the beginning of the Convention, the Rochester newspapers printed daily articles about the future fight against Gompers for the presidency. Everybody awaited the moment when the fight between the Radicals and Conservatives would take place.

A few days before the election, the socialist delegates held a meeting to decide whether they should nominate a candidate against Gompers. The majority was opposed, except Duncan Macdonald, delegate from the United Mine Workers' Union, and a socialist. He stated that his district union had instructed him to vote against Gompers, no matter what Gompers' opponent may be, even if such candidate happens to be a wooden Indian or a yellow dog. Macdonald declared that Gompers was a disgrace to the Trade Union movement. In his room, he (Macdonald) found non-union cigar boxes, and also that Gompers was stopping in a non-union hotel. While at Washington, looking up Gompers' record, Macdonald found plenty of evidence that Gompers was not even a Union man in the true sense. As the press somehow manages to unearth all secrets, a reporter got wind of these statements and having been assured of their authenticity, his editor printed in large headlines: "The Miners will vote for a "yellow dog" for president." Immediately Gompers' followers instituted an investigation to ascertain the probable strength of his opposition. As soon as they had learned that the opposition was insignificant they dropped the matter for a time.

Duncan Macdonald has a Bad Quarter of an Hour

About two hours before the nomination and election, President Gompers requested the
THE LADIES' GARMENT WORKER

floor on a matter of privilege. Having read in the paper that he was accused of using non-union articles and that he was a disgrace to the Trade Union movement, he would like to ask Delegate Macdonald if he had really made such a statement, and if not, to openly contradict it on the floor of the convention. Macdonald in defence was visibly at bay and pleaded that he was misquoted by the newspapers. This excuse satisfied no one, not even his own supporters. Macdonald wriggled under the repeated and straight question: "Did you or did you not make the statement?" Everybody pitied him. Macdonald, after some painful effort, finally denied having made the statement published in the newspapers and Gompers was satisfied.

The delegates from the Brewers’ Unions protested against Treasurer Lenon agitating for Prohibition in the name of the Federation. The delegates, however, were satisfied when Lenon assured them that he was lecturing on Prohibition as a private citizen and not as an officer of the Federation.

Samuel Gompers of the Cigar Makers and Max Hayes of the International Typographical Union were nominated for President. Our readers are already familiar with the result of the election. All the other officers were elected unanimously, except Vice-President O’Connell who was opposed by a delegate of his own Union, Johnson, the President of the Machinist Union. Johnson received some 6,000 votes, while O’Connell’s vote numbered nearly 11,000. Charles L. Bane, General Secretary of the Boot and Shoe Workers’ Union, and Louis Kempfer of the Brewers’ Union were unanimously elected fraternal delegates to the British Trade Union Congress and Wm. McSorley of the Lathers’ Union was unanimously elected fraternal delegate to Canada.

The next Convention will take place in Seattle, Wash.

All’s Well That Ends Well

After the election, while resolutions were being considered, an incident of “direct action” took place in the lobby, which was not at all creditable to the Socialist Party.

Wm. Haywood, the leader of the Chicago fraction of the I. W. W., came down to the lobby of the Convention Hall and met delegate Barnes of the Cigar Makers and former campaign manager of the Socialist Party. After a few moments of conversation, Haywood dealt Barnes a couple of blows and stretched him flat on the floor. Haywood immediately disappeared like a true hero. President Gompers noticed from the platform the attack on Barnes in the lobby and ordered a few delegates to the scene. Naturally, when the delegates subsequently found Haywood, they did not spare him. But he has to thank the Rochester police for taking him to the police station and thus saving him from his pursuers.

Barnes refrained from pressing a charge against him and Haywood was freed. Thus although industrialism suffered defeat, the arch-industrialist achieved a personal and perhaps not an unexpected victory....

DO YOU WEAR A PIN OR A BUTTON BEARING THE EMBLEM OF YOUR INTERNATIONAL UNION?

IF NOT? WHY NOT?

Get one from your Local Secretary and show your employer and your shopmates that you are a loyal member of your organization.
וְאוֹרֶם מֵעַל פַּסְדּוּן דְּעָמְתּוֹ יִרְדְּכָּה אֵלָיוֹדְעַן?  

אָכְלָ תָּאֶר יִרְדְּכָה מִלָּה, וְאֶרֶץ תָּאֶר דְּחָא  
אֶרֶץ חֲבוֹצָה כִּי יִרְדָּכָה, שְׁמִי חוֹזְר  
שְׁמִי חוֹזְר וְאֶדֶרֶת חֲבוֹצָה כִּי יִרְדָּכָה.  

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יִדְעָה לִיְדִידֶנָהּ נַאֲדַמְנָאְהַּוָה וּמַקְרָאָהַּוָה

יתלוּקָה וַדּוֹרְתָּו וּשְׁמְתָּו וּחֲרֵשָּׁהָוָה

יִדְעָה לִיְדִידֶנָהּ נַאֲדַמְנָאְהַּוָה וּמַקְרָאָהַּוָה

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פז אאןוטין לא kiệnה ואן אנדרט שפטין

בושא 5 פָּרָס לִדְרוּגֵי וַדִּישָׁנָהָנוּ וְאֵין וּלְעוֹלָֽן.

ותיב ד"ע פָּרָס לִדְרוּגֵי וַדִּישָׁנָהָנוּ וְאֵין וּלְעוֹלָֽן.

ד"ע פָּרָס לִדְרוּגֵי וַדִּישָׁנָהָנוּ וְאֵין וּלְעוֹלָֽן.
לא ניתןقرأ את התוכן המוצג על התמונה.
דו ננייט שסרטיים בילש די ליידיס מיקלארד

— לַעֲרוּ הַשִּׁמְשָׂאָלָה, שֶׁתַּלְבָּשׁוּ אֶמָּלְכִּים, רֹאְעִים וּכְהַנִּים. וְלֹא לָבוּ הַשִּׁמְשָׂאָלָה, שֶׁהֲנוֹפֵרָהּ אֵד הַשָּׁמָּיִם וּכְהַנִּים, אֶמָּלְכִּים רֹאְעִים; וּכְהַנִּים-

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דר בצעפים מסתעפים ראש ודר פילאוספסיר

פָּנָה מָסְדַּלְדַּעַה

אֵיךְ צָהָרָקָה הַכּוֹרֵסָה מָן הָרָא הַאֶנְסָרָנָה
וְאֵיךְ הָנָּנָשָׁנָה מָן הָרָא הַעֲצָמָהָן
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דר פיריסו בראד בראד

1. בהביחות והנערות דש בראד בראד

2. בהביחות והנערות דש בראד בראד

3. בהביחות והנערות דש בראד בראד
הכינסאל ועוציבת בפראד'בי דר א'ריבים

אבנעה רוזי ברבעסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקאסל'לבקש
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ד"ע וייסנשא פאריזונא פון ד"עשת מאנקו

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וייזנשא פאריזונא פון Д"עשת מאנקו
יד ניעמש ראתינו פס פס מנייפליאים

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ל рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о вдохновении, которое охватило нас, когда мне предстояло прочитать рассказ о 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ורח לייתי גנארנמע וידקמ אוניח

ורח לייתי גנארנמע טוקפיט

יחי פראפעקוא פקפס פרגונ

(י"ע א"ש ראות וקן)
רזอลוס בנווכם ויהלאו כר ד"ס מ"ס

rollment: declaration. The words remain the same.

The text is in Hebrew, and it seems to be a declaration or statement of some sort. The exact meaning and context of the text are not clear from the provided content alone.

The text contains various Hebrew phrases and words, such as "רזולוס בנווכם ויהלאו כר ד"ס מ"ס" and "רזולוס בנווכם ויהלאו כר ד"ס מ"ס". These phrases are repeated throughout the text, indicating a possible declaration or statement.

The text appears to be a legal or formal declaration, possibly related to a legal or governmental context. However, without additional context, it is difficult to determine the exact nature and meaning of the text.

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אין לי מידע עליו.
אנהרות ענביות: ארבעה ואחת קאפך

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RISER, DONALD B.
דער ליריד נאסרעג וה理会הלק

막רא "בג" יאמשוטitsu יאברע א יראלה

איל ויניטערן פז וייר ע"מרא.

"לברע "בג" יאמשוטitsu יאברע ע"מרא.

ןאברע פז וייר ע"מרא.

רערעג וה理会הלק קלאואז 16 - קלאואז 19.

רערעג וה理会הלק קלאואז 6 - קלאואז 19.

רערעג וה理会הלק קלאואז 12 - קלאואז 19.

רערעג וה理会הלק קלאואז 18 - קלאואז 19.

רערעג וה理会הלק קלאואז 15 - קלאואז 19.

רערעג וה理会הלק קלאואז 10 - קלאואז 19.

רערעג וה理会הלק קלאואז 14 - קלאואז 19.

רערעג וה理会הלק קלאואז 10 - קלאואז 19.

רערעג וה理会הלק קלאואז 8 - קלאואז 19.

רערעג וה理会הלק קלאואז 8 - קלאואז 19.

רערעג וה理会הלק קלאואז 8 - קלאואז 19.

רערעג וה理会הלק קלאואז 8 - קלאואז 19.

רערעג וה理会הלק קלאואז 8 - קלאואז 19.

רערעג וה理会הלק קלאואז 8 - קלאואז 19.

רערעג וה理会הלק קלאואז 8 - קלאואז 19.
דרי ליובים פארסונס וארקה

18. על העדויות我们必须
19. על העדויות我们必须
20. על העדויות我们必须
21. על העדויות我们必须
22. על העדויות我们必须
23. על העדויות我们必须
לא ניתן לקרוא את התוכן המוצג בתמונה. חקר את התוכן במאפייני הקבוצת "לא ניתן לקרוא".
דוא"א דוע ויסמ מיקרוסוספל קז
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ידעライフ נאמרים góiית

1909-10

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אין טקסט קוצר מילולו מדויק שנראה בטקסט המוצג. לעצם דף העולם על הנושא טקסט בערבית.
מסעطق נאומי צי דו אספערפוין
אנטירט アקסプリול

דמ ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד ורד וرد...