The Ladies' Garment Worker, Volume 6, Issue 2

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PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

BY THE

International Ladies' Garment Workers' Union
33 Union Square, New York.
# Directory of Local Unions

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(Continued on Inside Yiddish Cover.)
THE DECISION OF THE BOARD OF ARBITRATION

Last month we gave in this column precise details of the matters submitted to the Board of Arbitration under the Protocol of peace in the cloak, suit and skirt industry of New York. The Board concluded its sessions on January 21 and handed down a decision on the complicated issues that have been discussed by both parties to the Protocol ever since 1911.

These questions were: (1) The right of the employer to discharge employees without reason; (2) his right to discharge employees when he desires to reorganize his shop; (3) equal distribution of work. Elsewhere we give the full text of the address of Mr. Brandeis containing the decision of the Board of Arbitration. Here we must be content with a few brief comments.

SPIRIT OF FAIRNESS AND RULE OF REASON The question of discharge was by far the most pressing, and the present efforts of the Board of Arbitration to mitigate the severity with which it was weighing upon the Union and so to do away with a fruitful source of suffering, friction and ill-feeling, will be received, we trust, with satisfaction by both sides.

So far as we are concerned, we regard the decision as the most important interpretation of the Protocol and its original intention. It is a complete vindication of the argument that the purpose of the Protocol "must be read in the light of an honest attempt to eliminate unconscionable and unjust conditions," in the relations of employer and employee. The principles enunciated by Mr. Brandeis in regard to the questions submitted, are as follows:

That no employee, who can be considered as a regular employee, should be discharged unfairly or without reasonable grounds. In other words, that the spirit of fairness and the rule of reason be used to determine whether or not an employee should be discharged.

The decision naturally emphasizes the point that fairness and reason shall be meted out to the employer no less than the employee, for "the spirit and purpose of the Protocol," according to Mr. Brandeis, include, among other things, the following:

First: To assist the employer in the peaceful and uninterrupted operation of his factory, in establishing and maintaining reasonable discipline, and in promoting such economy and
efficiency of production as may be secured by co-operative effort.

Second: To assist the Union in establishing the strength and efficiency of its organization, and raise the standard throughout the trade, to the end that it may be adequate—that the Union power may be adequate to carry out the responsibilities and perform the duties imposed upon it by the Protocol, and to promote the co-operation and good will between the Union and the Association, so essential to the successful operation of the Protocol, and to the solution of the problems of the industry.

Third: Subject to the foregoing provision, to assist the individual worker in obtaining such security and continuity in his employment, such equity in the distribution of work and such fairness of general treatment and conditions as may be possible and practicable, having regard to the unavoidable fluctuations and exigencies of the work, and the imperfections and limitations of ordinary human nature by which this enormously difficult industry must be administered.

The definition and interpretation of these principles is left to subsequent agreement by both parties laying down the necessary legislation which is to guide the clerks and the Committee on Immediate Action.

** QUESTION OF STANDARDIZATION **

The decision of the Board of Arbitration goes to the root of the matter, advising both parties to get together and endeavor to eliminate “the causes of the trouble,” and “the inherent difficulties and suffering of the present situation.” The first and foremost of these, in the opinion of the Board, is “the question of a standardization of prices.” Mr. Brandeis has point out that,

At present we have only nominally collective bargaining. While it has been stated that there ought not to be competition within the Union we have here, in a sense, 1,500 or 2,000 different competing Unions (shops), as the piece prices are made independently in each shop. Some way must be found of standardizing prices, and it does not seem to us to be beyond the realms of human achievement in this industry to solve that problem. The members of the Union on the one hand and of the manufacturers on the other should accept that burden and devote themselves persistently, working out some standard that they can secure, and they must secure some approach to reasonable uniformity in the fixing of piece prices.

The decision as it stands is destined to eliminate the main cause of friction. We believe our members will accept it in the spirit in which it was uttered, and will endeavor to co-operate in bringing about the changes and improvements implied therein.

** QUINTESSENCE **

Upon a careful perusal of the Opinion of Mr. Brandeis, there is an underlying thought, which might be characterized as the “Quintessence of the Decision.” We are referring to the emphasis the Chairman of the Board of Arbitration places on the human equation essential to the administration of the Protocol:

It is understood that the parties administering the Protocol are to look into all the facts and to apply the same standards for determining the case, thus eliminating the burden of proof from all consideration. It was purposed in creating the Protocol not only compliance with the specific provisions named in the Protocol but to enforce for the benefit of the employee his general humane right to fair and just treatment; or, to put it in another way, to secure, through the instrumentality of the Protocol, the reasonable certainty that the employer would not exercise those rights which he possessed by law—his legal rights—oppressively or unfairly.

Now, what is meant here is that the clerks and committees handling cases should enter into the human side—the facts—of every case, and not to create any rigid legal formulas. As a distinguished lawyer, Mr. Brandeis knows that rigid legal formulas cannot apply to all cases alike, and that regard must
be had to "the imperfections and limitations of ordinary human nature."

In other words, the Board of Arbitration did not even lay down a definite rule for what might be considered "fair and reasonable," because, in their opinion, "it might, in the long run, lead rather to injustice than to justice." They therefore advise that such matters shall "be left to the judgment of men familiar with the particular facts," i.e., to the human aspect of the situation, "because the facts vary in particular cases." Since facts vary, then, to apply rigid legal formulas, or "codify what is reasonable," would entail injustice. Inasmuch as human nature is of infinite variety, and actions or facts vary accordingly, then, how is it possible to apply to such cases rigid law?

A good deal of social injustice arises from the application of rigid law, even where the law has become obsolete and therefore unnatural, and inapplicable to human relations. That is why certain laws are abolished and constitutions amended. Rules based on strict Protocol law "would become so numerous that the mere selection or application" of a rule in every case "would present a difficulty almost insurmountable," while approaching facts or grievances "as man to man" does accomplish far better results.

According to this conception, to administer the Protocol or deal with grievances—human feelings—by a rigid application of what is called "Protocol law," would be fatal to the principle of human equation underlying the Protocol. If the idea of "protocol" means anything at all, it means an agreement providing for peaceful relations.

Hence Mr. Brandeis insists so much on the "fair and reasonable"—on the human side, or what is usually called "conciliation." How it would facilitate the work of the clerks and Committee on Immediate Action to proceed in the adjustment of grievances on this principle of humane consideration, reiterated by Mr. Brandeis over and over again as being fundamental to the spirit of the Protocol! Guided by this principle in the work of dealing with grievances, we should, it seems to us, be able to avoid lapsing into any serious dispute or deadlock necessitating arbitration to remove it.

A WORD TO OUR MEMBERS
IN NEW YORK

If there is one lesson which the decision of the Board of Arbitration points, it is the lesson of loyalty and fraternal cooperation within our ranks.

We must have free and untrammeled discussion and ventilation of grievances, but these should be confined to the inner councils of the Union. The Section or Branch meeting, the local Executive Board, and similar, meetings provide ample scope for the ventilation of grievances and discussion of trade matters.

The practice that has grown up, during the latter part of 1913 and the early part of 1914, of discussing Union affairs outside of the Union, of airing grievances on Fifth Avenue, and of complaining in irresponsible quarters that have no connection with the Union and are not authorized to speak on its behalf—this practice is prejudicial to the best interests of the Union. We appeal to those of our members who indulge in it to discontinue it once for all.

Our efforts of maintaining smooth relations with the manufacturers, in order to secure the benefits of collective bargaining, are often difficult enough without outside and irresponsible meddling. All human relations involving negotia-
tions and bargaining are difficult. At such times it is highly desirable that our members should express their wishes and desires in their own meeting room and strengthen the hands of their representatives whose mission it is to press their wishes and desires forward to the best advantage.

Any member who exempts himself from the organized councils of his fellow workers, imagining himself superior to them and beyond the rules agreed upon for mutual good, commits a crime against the common welfare. Practices of this kind are of no earthly avail. They have availed nothing to those few of our members who have resorted to them, while they have complicated our problems and obstructed their solution.

We call on our members to stop voicing their opinion outside of the Union meetings officially called for that purpose. The floor of every Section or Branch meeting and our Union organs afford the best opportunities to any member to make himself heard in the councils of the Union.

EIGHT MONTHS WORK OF THE G. E. B.

The occasion of the third quarterly meeting of the General Executive Board, just concluded at Baltimore, calls for a review of the strenuous activities pursued by the International in many parts of the country; of work begun and progress achieved in spite of hard times and adverse circumstances.

When the present G. E. B. was entrusted with the administration of the affairs of the International and its locals, eight months ago, the hopes and aspirations of our membership were centered on a brisk busy season setting in the following month. Partial depression in certain branches of the ladies' garment industry has been a noticeable feature of the past two years. Unemployment was badly felt in 1913, particularly in the cloak trade. This may have been partly due to the simple styles and short jackets, which the originators of women's fashions had decreed for that year, and partly to the unfounded fear of the effect of the new tariff. But there was every reason to expect a return of prosperity in our industry in the summer of 1914, and both manufacturers and workers shared that expectation.

Unfortunately, unforeseen circumstances arose which upset the hopes and aspirations of our people. Before the controversy as to the length of the jackets subsided, and while all eyes were focussed on Paris for the determination of the precise styles, the greatest war in the history of man broke out in Europe, unsettling the money markets, aggravating the doubt and uncertainty in industry, particularly in our industry, and upsetting the plans and calculations of half the business world.

In organization matters the plans and calculations of the leading spirits depend largely on the devotion of the membership and the financial resources created by that devotion. This, in its turn, depends on that measure of prosperity which enhances the earning capacity of the workers and enables them to con-
tribute a larger share to the resources of the organization to which they are looking for protection. The summer of 1914 was the hope and promise of the leading spirits of the Union no less than of the masses. The workers engaged in the industry looked forward to the season's work, that was to have begun some time in July, to compensate them for the unfavorable results of the previous years. How much the fulfillment of that hope and promise would have improved their material conditions and advanced the plans and calculations of the leading spirits, may be easily understood. But that season, usually the best and longest in the year, was probably the shortest on record, and work in the shops was not over plentiful. The season of 1914 was, in short—a disappointment to all concerned.

The General Executive Board of the International had an extensive program mapped out of work to be undertaken to fortify the various locals and improve their conditions.

The Cleveland convention adopted a number of resolutions designed to give strength and permanence to the International Union. Of particular importance was the problem of organizing the workers in every center of industry. Demands for this work were pouring in upon the International at every meeting of the Board, and at every convention held within recent years. They were particularly insistent within the last two years.

Our industry is extending to many parts of the country which were heretofore supplied by a few markets only. The growth of the industry is commensurate with the growth of the population, and it keeps pace with general industrial development in efficiency of methods and other modern improvements.

As conscious workers we feel that we are by far the most important factor in industry. Without our labor industry would come to a standstill. Hence our claims to a larger share of the fruits of our toil are entitled to recognition in proportion to our position in the industry and the labor and energy we contribute to its growth and development. How can we achieve this without a compact organization in every industrial center? How can we present our claims and receive the attention and respect to which we are entitled by virtue of the important part we contribute to the industry, unless we should develop organized and conscious power? And to organize, means not only to organize in one city and locality, but in every city and locality where the industry is carried on.

The work of the General Executive Board has been trying ever since to satisfy these ever-increasing demands with all the limited resources at its disposal.

The membership may congratulate the General Executive Board upon a fair
record of work done during the eight months of its administration. This work has not been a mere walk-over. It has been achieved by patient plodding and painstaking efforts exerted under the most trying circumstances of poor seasons, extreme unemployment and inadequate resources.

That many things have been left undone is due entirely to these adverse circumstances. The wonder is that so much has been accomplished in spite of difficulties, in spite of a disappointing season, in spite of a European war that has caused dislocation in the industrial and commercial fields of the entire world.

To begin with, there was the victory of the Philadelphia cloakmakers in September. The fruits of that victory could be felt mostly in a good, busy season. To our regret, such a season, owing to causes already enumerated, was conspicuous by its absence. Moreover, the ensuing depression hit Philadelphia even more than New York, and when there is little or no work to do in the shops, it is poor comfort to the workers that their conditions might have been far worse, if there had been no victory and no union shops. The fruits of the Philadelphia victory will be most noticeable when, as we all expect, a brisk season will supervene upon the present depression.

The organizing campaign launched at Cleveland and the results achieved there, whatever the cost in energy and resources, is, to say the least, highly encouraging. Our organizers have struck a responsive chord in the hearts of the Cleveland cloakmakers. Results are slowly accumulating and the locals are growing. At no very distant date the persistent labors of the International and its band of organizers in the Middle Western City will be duly rewarded by a thorough organization of the workers.

The work done in other centers—in Chicago, Cincinnati, Baltimore, Canada, New Jersey and other places has been in the nature of sowing the good seed of Unionism. Under more favorable circumstances that seed is destined to bring forth good fruit.

* * *

SUBSTANTIAL IMPROVEMENTS. In New York our union may enter upon its credit side two substantial improvements in the two most extensive industries—the cloak and suit and waist and dress industries. The work of our general and local officers has been arduous and uphill. At times it appeared almost hopeless. But the band of faithful and tireless workers for the cause have persevered in their onerous duties.

The complicated situation in the cloak trade, which culminated in the decision of the Board of Arbitration, related more fully elsewhere, had called for all the energy and resourcefulness at command to handle it, and it has been handled with all the tact and quiet deliberation that the situation had called for. Credit for this is due to the attorney for the Cloakmakers' Union, Mr. Morris Hilquit, who urged the justice of our contentions with great force of argument and power of conviction.

In the waist and dress trade the enthusiasm and devotion of the Union girls has been splendidly maintained in spite of severe depression and extensive unemployment. This strengthened the hands of the local managers and officers and enabled them to continue the fight for preference to Union workers in the Association shops. The Board of Arbitration, convened to consider a number of matters submitted to it, held sessions
in November and, upon this point, re-
iterated its decision of the early part
of last year that preference to Union
workers is of the very essence of the
Protocol. The Board recommended the
appointment of a committee of represen-
tatives of both sides to enter fully
into the details of the grievances com-
plained of, and devise a plan to remedy
them. This has since been done. Shop
rules have been drawn up and accepted
by both sides. If properly observed they
may go a long way toward solving the
difficulty.

So in spite of untoward circumstances
the General Executive Board, at its
third quarterly meeting at Baltimore,
was able to present a record of work
that must inspire our members with
faith and enthusiasm in our Union and
urge them on to persistent efforts in the
near future.

FINANCIAL RESOURCES MUST BE INCREASED

The question now is: Is the member-
ship prepared to strengthen the hands
of the International officers and enable
them to carry on the work already be-
gun, and also to set in motion new plans
and activities? Is the membership aware
that in order to pursue this work, and
carry out the mandate of the Cleve-
land convention, the financial resources
of the International must be increased
without delay? It should not be for-
gotten that side by side with the resolu-
tions bearing on the organizing prob-
lem the convention likewise gave expres-
sion to the need of increasing the finan-
cial resources of the International by
raising the per capita tax.

Our International has been and is
working on the lowest per capita tax
in existence. It is precisely due to this
that a good many of the smaller locals
are left to their own devices. The as-
sistance they require is mostly financial.
They need organizers to help them bring
the unorganized people into line. They
cannot live on mere advice and instruc-
tion; and even advice and instruction is
bound up with expenditure of money.

Such moral assistance which the In-
ternational Union must give to the lo-
cals, even under the present system, can-
not be had without ample funds. All
our local officers and active members
know that the present resources of the
International are utterly inadequate to
meet the demands of the locals for finan-
cial and moral assistance. Yet the
smaller locals continue to make insistent
and persistent demands for such assist-
ance, and they are greatly disappointed
if their demands are not satisfied.

ABSOLUTE NECESSITY Hence the dele-
of higher dues gates at the con-
vention felt convinced that there is only
one solution to this most pressing prob-
lem; namely, the raising of the per cap-
ita to the International. In order that
the G. E. B. should be enabled to car-
ry out the program mapped out by the con-
vention, the present ridiculous per cap-
ita of two and a half cents a week per
member must be raised to at least ten
cents. Only this would give the Inter-
national the power and prestige it needs
in order to organize the workers in every
center of industry.

In course of last month the following
communication was received at the gen-
eral office:


INTERNATIONAL BROTHERHOOD PULP, SULPHITE AND PAPER MILL WORKERS

DEAR SIR AND BROTHER:

In order that we may be in a position to advance an argument for the increase of our per capita tax, will you kindly let us know what your membership pays each month in per capita tax. Our is 30 cents per month, which is too small to finance the organization properly. Wishing you and your organization continued success, I am,

Yours fraternally,

JOHN H. MAUK,
Pr&.Sec'y.

Here is a Union, by no means as extensive as ours, declaring that seven and a half cents per capita a week is too small to finance the organization. By asking us to furnish them with an argument for raising their per capita they have indirectly furnished us with the best argument. We commend the contents of this communication to our members and local officers. Let them ask themselves the question: “Is our International to be treated worse in this matter of per capita tax than other internations?”

But the difficulty is more than psychological—it is organic. Our locals would have no objection to finance the International with a higher per capita if their present income permitted. Unfortunately their present income from dues and other sources is too small to permit it, and so we must fall back on a proposition for raising the weekly dues.

The record of work done by the General Executive Board in the past eight months, with the limited resources at its command, is a clear indication of what might be done with ample resources. We call on our members to bestir themselves in this matter. Raise the weekly dues and thereby raise your International Union to the high position it should occupy in the industry and in the organized ranks of labor.

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**Decision of Board of Arbitration in Cloak and Suit Trade**

*IN THE MATTER OF THE THREE IMPORTANT QUESTIONS SUBMITTED BY THE UNION: (1) DISCHARGE; (2) SHOP REORGANIZATION, AND (3) EQUAL DISTRIBUTION OF WORK. SESSIONS CONCLUDED JANUARY 11, 1918.*

Address of Chairman Brandeis.

Gentlemen: the Board has given consideration to the very able and informing arguments which have been presented, and is now ready to give its opinion.

There were presented to the Board in this proceeding three questions of fundamental importance. First, the question relating to the respective rights of employers and employees in regard to the distribution of work.

Second, the question relating to the respective rights of employers and employees in regard to the discharge of individual employees.

Third, the question relating to the respective rights of employer and employees in relation to the discharge and employment of help in the case of what is called “reorganization” in the shops.

These questions were submitted to us as questions on the one side and the other of alleged existing rights under the Protocol. We are consequently called upon to decide, judicially, the matter of judgment upon the existing rights, and in respect to these matters not to legislate, we having no power to legislate these matters under the present circumstances.

As we are to pass upon what these rights are under the Protocol, it seems necessary that we should consider the situation prior to the formation of the Protocol—the circumstances which led up to the signing of the Protocol—what it was believed that it would accomplish, and what it appears to have accomplished; all, of course, bearing upon what the rights are on the subjects as to which we are requested to render a decision.

Now, what the situation was which led to the formation of the Protocol appears in the re-
quest or statement of the grievances of the Union, presented in July, 1910, prior to or at the time of entering upon the conferences which ultimately led to the formation of the Protocol. These grievances, as stated by the Union, were as follows:

Our main grievances are low wages, unreasonable night work, work in tenement houses, the disregarding of Sundays and holidays, sub-contracting, discrimination against Union men, irregular payment of wages, exacting of security, charging for material and electricity, and blacklisting of active Union men.

To remedy these grievances, it is, in our opinion, necessary to establish a living standard of wages, to regulate the hours of labor, to limit night work, to prevent work on holidays, to abolish all charges for electricity and appliances, to do away with tenement-house work, to prevent discrimination, to provide for the regular payment of wages in cash, both by manufacturers and outside contractors; to do away with inside sub-contracting, to establish a permanent Board of Arbitration which is to settle grievances, the Unions and the employers to be equally represented on the Board of Arbitration, the appointment of shop committees and shop delegates.

We are ready to enter into a discussion with you of these grievances, and if a satisfactory adjustment of them is reached, are prepared to recommend a settlement of the strike. In the event of such settlement, every employee who participated in the strike to be reinstated, the terms of any settlement which may be reached to be reduced to writing and to be signed by both parties through their representatives.

The strike there referred to was a strike, which involved about 50,000 workers in this trade, and upwards of 1,500 employers. Before the agitation which led to the strike, only a small number of those 50,000 workers were members of the Union. It was stated at the time that probably not more than 3,000 were members in good and regular standing before the agitation, which led to the strike, began. Subsequently, about July 24, 1910, the conferences began, and the Protocol was ultimately signed. That Protocol had four definite purposes. In the first place, the Protocol undertook to remove specifically the grievances enumerated. That is, the parties met to decide by agreement upon the specific things that should be done with reference to each of these grounds of complaint; and each one of them became a specific term in the agreement.

The result of that was to bring up the industry as a whole, practically each and every part of it, to the standard which it was said was already observed by those shops in the industry which were most advanced, but it was to create the uniformly high standard provided by the Protocol, which had been reached only in individual instances theretofore.

The second result which it was the purpose of the Protocol to arrive at was, creating, through 'the strengthening of the employers' Association, on the one hand, and the Union, on the other, a body which should be able to enforce compliance with the terms of the agreement which was made. It was recognized that without this Union, and a strong Union on each side—the Union of employers on the one hand, and the Union that would be strong of employees on the other—the making of such an agreement could not produce the desired result, and, therefore, each party bound itself to aid in strengthening the organization of the other, to the end that what both had in mind and purpose—the improvement of the conditions in the industry—might be effectually carried out.

In the third place, it was purposed, in creating the Protocol, to insure to the individual employee not only the compliance with the specific provisions named in the Protocol—the specific matters that were to be changed over, that had been, at least in a large part of the shops—but it was to secure to the individual employe, through the Protocol, the enforcement of fair, reasonable and just treatment in his relation to the employer; that question of treatment which, independently of the Protocol, had ordinarily been in force, so far as it had been in force at all, only through strikes. That is, to enforce for the benefit of the employee his general humane right to fair and just treatment; or, to put it in another way, to secure, through the instrumentality of the Protocol, the reasonable certainty that the employer would not exercise these rights which he possessed by law—his legal right—oppressively or unfairly.

In the fourth place, it was the purpose of the Protocol to introduce into the relations of
the employer and the employee a whole new element; that is, the element of industrial democracy; that there should be a beginning, at least, of a joint control, and with joint control a joint responsibility for the conduct of this industry; that we should pass from that condition where the employer determined alone what he deemed to be proper, and where the employer alone was held responsible for things that were improper in the trade; and as a substitute for that, imposed upon all those in the trade, the employer as well as the employee, the obligation of removing those conditions through constructive work; of removing those conditions which properly caused discontent, and which prevented the employer and employee alike from attaining that satisfactory living within the industry which it must be the aim of all effort in business to secure.

It therefore was an essential part of this Protocol that it should look forward to improvement; that the condition arrived at, although it was very much higher than that which had prevailed before the Protocol was adopted, was merely a stage in that advance in the trade which the parties believed to be possible; that the higher steps were to be attained through cooperation, through a removal of that sense of antagonism of interests which had prevailed, and must necessarily prevail under other conditions, and which was believed to be an important cause of the discontent and of the unsatisfactory results obtained.

Those who entered into the Protocol, therefore, looked forward to advances and, as has been said among other things, in one of the earlier opinions of this Board, in speaking of what was deemed to be the living wage which should be demanded. Giving a liberal interpretation of that, we said in addition that a constant improvement in the condition of the worker was a part of the standard to which we were bound to look forward. We said also, and it was recognized at that time, that the attainment of the end sought required not only, on the one hand, cooperation between the parties—this particular Union and this particular employer's Association—but involved also the ability on the part of the Union to raise the standards in other shops in this city and in other places, which would naturally be in competition with those members of the Protective Association, and the effort of the Union was pledged to secure, so far as possible, that improvement of standards elsewhere.

Now, those, as we conceive it, were the purposes sought to be accomplished. It was not intended by the Protocol to change (otherwise than what I have stated and what is expressly stated in the Protocol) the relation of the employer to the employee; that legal right was to remain what it had been before.

The Union, by signing the Protocol, relinquished this right—its power to secure more than it was getting by a strike—and there was substituted for that relinquished power of a strike the power, under this agreement, this article of government. this constitution, governing the relations between the employer and employee; and as the Union had and frequently exercised (as other Unions did) its right to strike the machinery of the Protocol to secure fair and reasonable exercise by the employer of his legal rights in regard to the administration of business, in regard to hiring and discharging; so this instrument involved in its creation the right, through its provisions, to secure the same thing; and it substituted for the strike the machinery of the Protocol to secure fair and reasonable exercise by the employer of those rights which, by law, he had.

We are of the opinion, therefore, that underlying the Protocol, and of the essentials of its existence, there must be a spirit of fairness; that it must be understood as a basis for any proper interpretation and application of it that the parties desire by its provisions to promote, foster and develop square dealings in all of the relations of employer and employee; that its purpose must be read in the light of an honest attempt to eliminate unconscionable and unjust conditions in this important and necessary relationship; that unreasonable acts or demands are not to be expected from either of the parties, and that anything of that nature would be in violation of the fundamental purpose of the Protocol; that in the light of these basic principles, the Board decides as bearing upon the question of discharge:

"That no employee, who can be considered as a regular employee, should be discharged unfairly or without reasonable grounds. In other words, that the spirit of fairness and the rule of reason be used to determine whether or not an employee should be discharged.

"That the right of determining this must in the first instance rest with the employer,
and that any employee, deeming himself unjustly treated, has a right to make his complaint and have his grievance heard in the regular manner; and in the hearing of such cases it is understood that the parties administering the Protocol are to look into all the facts and to apply the same standards for determining the case, thus eliminating the burden of proof from all consideration."

That statement, perhaps, and what bears upon the other branches, may be amplified by this further statement:

The power of administration, discipline and discharge vested in the employer shall be exercised in a fair and reasonable manner, and if the propriety of the action is questioned, it shall be subject to review.

The words "fair" and "reasonable," as used herein, shall be interpreted in the light of the spirit and of the purpose of the Protocol as stated, and that spirit and purpose include, among other things, the following:

First: To assist the employer in the peaceful and uninterrupted operation of his factory, in establishing and maintaining reasonable discipline, and in promoting such economy and efficiency of production as may be secured by cooperative effort.

Second: To assist the Union in establishing the strength and efficiency of its organization, and raise the standard throughout the trade, to the end that it may be adequate—that the Union power may be adequate to carry the responsibilities and perform the duties imposed upon it by the Protocol—and to promote the cooperation and good will between the Union and the Association, so essential to the successful operation of the Protocol, and to the solution of the problems of the industry.

Third: Subject to the foregoing provision, to assist the individual worker in obtaining such security and continuity in his employment, such equity in the distribution of work and such fairness of general treatment and conditions as may be possible and practicable, having regard to the unavoidable fluctuations and exigencies of the work, and the imperfections and limitations of ordinary human nature by which this enormously difficult industry must be administered.

And as bearing upon the question of what is "fair and reasonable," in the division of the work, the following may be of assistance as a guide:

Equal division of work is to be regarded as desirable and as necessary in this industry; for it must be acknowledged that it should be made possible for the people called into the industry, and who are regularly employed therein, to earn a reasonable livelihood; but the principle of the equal division of work is inseparably bound up with the principle of control of labor supply. The industry may be able to sustain the burden of supporting 50,000 workers, while the burden of supporting 75,000 might break down the industry. This makes it indispensable that the question of the control of the labor supply must be considered in any permanent treatment of this question.

We recommend, therefore, that in reference to what is a regular employee and in undertaking to indicate what would be a fair and reasonable application of the commonly practiced rule of equitably distributing work—that we have not defined, by any definite rule, by any specific code, what is fair and what is reasonable, because we believe that any attempt to define it in that connection, as any attempt to define what is fair and reasonable with reference to discharge or otherwise in the administration of the shop, would lead rather to injustice than to justice in the long run, because what is fair and reasonable, all things and all interests considered, is something which, in the absence of specific agreement between the parties, must be left to the judgment of men familiar with the particular facts, because the facts will vary in particular cases.

We are confronted with a situation which is similar to that with which courts and judges have constantly to deal, with the question of what is reasonable care, with the question of what is reasonable notice, with the question of what is reasonable cause for action; and any attempt to codify what is reasonable would have to make provision and take into consideration the infinite, and to a very large extent so infinite in such remote possibilities that the mind of man could not in advance justly determine the rule to be applied, and the rules would become so numerous that the mere selection of the application of such a rule would present a difficulty almost insurmountable.

It is perfectly possible, however, that in respect to certain of the questions bearing upon this subject, the parties may come together, and as a question of legislation, as a question of agreement, relieve the clerks in the first in-
stance, the employers in the first instance, or the employees, or the Committee on Imme-
diate Action, from the necessity of passing
upon the individual classes of cases, by laying
down some rule which would or would not be
the reasonable and fair inference in certain
well-defined classes of cases.

And this suggestion as to what the parties
may be able to do by an agreement, laying
down certain definite rules for simplicity of
action, among other things, applies perhaps
even more strongly to the questions which have
been presented to us in connection with the
reorganization of the shops.

We feel ourselves unable to lay down any
rule except that general rule which is to be
applied, that actions shall be what is fair and
reasonable; but it is perfectly possible that
if you gentlemen, will come together in con-
fERENCE to consider certain well-defined and defi-
cite classes of cases, you will be able to deal
with them by a definite rule, and to that ex-
tent narrowing the necessary field in which the
discretion of the employer, in the first instance,
of the clerk, and of the Committee on Im-
mediate Action would otherwise have to be
exercised.

We feel, however, that there are matters even
more far-reaching, of deeper and broader sig-
nificance, which it is essential that the parties
should get together on; that these particular
difficulties which have brought you here be-
fore us, and have compelled the considera-
tion of the particular questions in connection with
the distribution of work, the discharge and the
reorganization of shops, go back to some funda-
mental difficulties which are in the trade,
and difficulties for which neither the one side
nor the other can be held wholly responsible,
which both sides in our opinion are respon-
sible for, not in the sense that we criticize
the parties for their existence, but that the
burden is necessarily upon them to remove, by
their joint invention, by careful, persistent
thinking and experimentation, the causes of the
trouble which cannot possibly be removed by
shifting from one side to the other, the in-
herent difficulties and suffering of the pres-
ent situation. And they are in our opinion
three, preeminently:

First, the question of standardization of
prices.

We feel that on the questions of discharge
and reorganization, particularly this subject of
standardization of prices has the most definite
and, indeed, controlling bearing. At present
we have only nominally collective bargaining.
There was collective bargaining in fixing upon
the week rates when this Protocol was con-
formed, but there is not in any proper sense
collective bargaining in dealing with the sub-
ject of piece rates.

And we have actually here, while it has been
stated that there ought not to be competition
within the Union, we have here, in a sense,
1,500 or 2,000 different competing unions, as
the piece prices are made independently in
each shop. Some way must be found of stand-
ardizing prices, and it does not seem to us to
be at all beyond the realm of human achieve-
ment in this industry to solve the problem; but
the members of the Union, on the one hand, and
of the manufacturers on the other should ac-
cept that burden and devote themselves per-
stantly to working out some standard. It is
perfectly clear that in working out some stand-
ad, they cannot meet every case; they cannot
meet the individual case, in many instances, as
well as one of the individuals of the 2,000
manufacturers who might satisfy it for him-
self, but they can secure, and they must se-
cure, some approach to reasonable uniformity
in the fixing of piece prices.

And the next step has such important rela-
tion, not only upon matters of discharge and
reorganization, but definitely upon the ques-
tion of distribution of work, the question of
the regularization of employment. The Board
is convinced of the difficulties inherent in that
problem, in this, a reasonable industry, and
we are convinced, also, that it is inevitably
bound up with the question of control of the
labor supply, and it involves the great ques-
tion of apprenticeship in this industry, but that
the results sought for cannot be attained—
this particular industry cannot be made either
what the employers or the employees have the
right to insist that it should be made—unless
some way is found by thought, by invention,
by experimentation, by the broad processes of
education, of reducing, of mitigating in large
measure the present barbaric condition of this
industry. Because this irregular employment
is not only involving terrible waste for em-
ployer and employee, and ultimately for the
community also, but is necessarily bringing
about unhappiness and demoralization on the
part of all affected by it.
And as bearing upon the possible solution of these questions, and also the necessary relation of the Protocol shops with those who are outside the Protocol, whether in this city or any other cities, the Board recommends the careful consideration by the parties of the Protocol label. What has happened up to the present time—in the four years and a half in which this industry has been endeavoring to work out these problems—what has been done, justifies in this industry calling upon the public to aid in making possible the solution of the problems that are inherent in it. The success in solving these problems is a success in which the whole community is interested.

We are dealing with the problems of the garment trade, and the problems, in this particular instance, of only a part of that trade; but our problems are in large measure the problems of the industry as a whole; and those who are in the lead, as you are, in the effort to work out the problems, are entitled not only to the sympathetic consideration, but to the help of the community in producing results. Protocol conditions are conditions which the community desires. There is scarcely any part of the community, employers or employees or consumers merely, who do not wish to accomplish exactly what those who are in this industry desire to accomplish; and some method ought to be found of enlisting the co-operation of the community in this very great and difficult task of working out these problems.

The Protocol label has been suggested as one of the means of accomplishing it. However valuable the suggestion, it is obvious that the putting of it into effect, the making of it practical, is a question of great difficulty, but not of insuperable difficulty; and, we believe that that fourth purpose, stated at the outset of the Protocol, of the careful working together of the two parties, to work out the problems of this industry as being joint problems of employer and employee, is the key to the ultimate solution of the difficulty. New difficulties will constantly arise, partly because of the changes which come about, and more largely, it is hoped, because of the growing demand which should properly be made for an improvement in the condition of the worker. But those problems can never be adequately solved, relief can never be given to any appreciable extent by the shifting of the burdens either from the employers to the employees, or from the employees to the employers.

We may all look forward to the time—as was suggested in one of the papers read here—when labor will employ capital, instead of capital employing labor; but whether labor employs capital or capital employs labor, we are ultimately going to come to this great problem of an adequate production, of such an increase of productivity and diminution of waste as shall make the total product sufficient to reasonably satisfy those actually engaged in the industry. And it is, in the opinion of the Board, necessary that the parties should be constantly directing their attention to the improvement of fundamental conditions; and while we realize that it is inevitable that in this industry, with all of its difficulties, and with the very large number of persons engaged in it as the employers and employees, that there will be many persons who consider themselves the aggrieved, and many who are aggrieved, and that every individual case in which anybody considers himself aggrieved, should receive careful and adequate consideration, because that is an essential part of the whole life of the Protocol, and the life which the Protocol was designed to create. Nevertheless, it ought also to be possible to relieve, in some part, to set free in some way, the time of those who are able to give this subject its best attention, to care for those individual grievances through the clerks or Committee on Immediate Action, or otherwise, and leave the other officers in high stations among employers and employees for the consideration together of these fundamental difficulties, the solution of which seems to us to be absolutely necessary to the satisfactory adjustment of the relations, and a satisfactory result to all concerned.

I ought to add that if, after the parties have come together in their conferences to consider any of these questions which I indicated might prove necessary for a definite solution, and if, in any way, the Board can help them, either in the exercise of advisory power or in the exercise of the legislative power, that the Board would, of course, stand ready to meet again at as early a date as is practicable for that purpose.
DO CLOAKMAKERS EARN LESS IN THE SHOPS OF SUB-MANUFACTURERS THAN IN THE FIFTH AVENUE ESTABLISHMENTS? THE ASSERTION THAT THE EARNINGS ARE SMALLER IS NOT CORRECT. THIS VERY IMPORTANT QUESTION IS EXHAUSTIVELY DEALT WITH IN THIS ARTICLE.

BY R. SCHLESINGER

We now come to consider the question of competition between the inside workers and those in the sub-factories. In the previous article we alluded to the complaint of the workers in the large Fifth Avenue establishments that they are being "ruined" by their confreres employed by the sub-manufacturers; that the latter work at lower prices and therefore the large manufacturers send their work to the sub-factories.

We do not deny that the sub-manufacturer gets his work done much cheaper than the large manufacturer, but we do deny that the employees of the sub-manufacturers earn less than the workers in the average inside firms. The inside employees cannot charge his fellow member employed outside with working at starvation wages, because it is not correct. He earns as much as the "privileged" employee in the average Fifth Avenue shop, even though he makes the work at lower prices.

The piecework prices are determined by price-committees. These committees go thoroughly into the details of any given garment, calculate the number of garments an employee can make in a day and, taking as their basis a certain wage the employee ought to earn in a day, they arrive at the price to be paid for the garment. Let us assume, for example, that in the opinion of the committee a certain garment can be made in an hour and a half. The hours being nine per day, an operator would make six garments. In the season his earnings should be $6.00 a day; so the committee asks $1.00 a piece as the price of making the garments. This would enable the operator to earn about $33.00 in the fifty hours a week. (Considering that the seasons are short, the average earnings during the year amount only to about $15.00 a week.)

The same system of price-fixing prevails in the sub-factories and the scale of wages is practically the same in both the inside and outside factories. The operators in the latter shops likewise ask for such a price per garment as to enable them to earn $6.00 a day. If occasionally a price-committee in a sub-factory proves incompetent or connives with the employer to defraud the workers, then the same thing may happen in the larger Fifth Avenue establishments. Complaints of this nature reach the Union from both kinds of shops. A competent and loyal committee does its duty in all shops alike. Be the shop small or large, the prices are determined with one aim in view—to enable the workers to earn their $6.00 a day.

In the sub-factories the prices per garment are really smaller than those in the inside establishments, but when the day's work is done the operator's earnings are not smaller than those of the operator in the average Fifth Avenue factory. The conditions in the two kinds of factories are so dissimilar that the employee in the outside factory is in a position to earn as much, though the prices are lower, as the employee of the inside factory where the prices are higher.

In the large Fifth Avenue establishments, tens, if not hundreds, of different styles of garments are made during the season, and employees frequently have to change from one line of work to another. Before they become practised in the work they may be required to work on a new line of garments. In the small sub-factory the process is reversed. There only four or five lines of work are made during the entire season. The operators or finishers soon acquire the practice and the work proceeds almost mechanically, "like a song," as the cloakmakers say.

Nor is that all. In the inside shop there prevails a rigorous discipline and a good deal of "red tape." The employee is hindered and
frequently meets with obstacles at every step. Whenever he needs a spool of cotton he must go to another room and apply to a girl in charge of such accessories. If the girl in charge is cranky, or has a grudge against him, she will let him wait some time before furnishing the article required. Then there are also designers, examiners, superintendents, foremen, who minutely inspect the finished garment and search out defects of workmanship.

In the small downtown factory there is no such delay. There the employer endeavors to be helpful to the workers as far as possible. He places all accessories ready at hand. He takes care that his employees shall lose no time. He knows that by attending to their requirements while at work they will produce more. Nor is he very particular or fault-finding. He employs no designers or superintendents. The employee is not disturbed or interrupted, and so he is free to proceed with his work and turn out a much larger quantity.

Naturally the employee is thus enabled to earn the same wages as his confrere in the large factory, even though the prices for the garments are smaller, because he actually makes more garments during the day than the inside employee. Even if he gets 75 cents for a garment, as against $1.00 paid to the employee for the same garment in the large factory, he can earn the same wages. For while his confrere makes six garments he makes eight in the same number of hours, for the reason, as already explained, that he is at it steadily without any waste of time.

It is likewise a mistake to suppose that the week workers in the sub-factories do not receive the full scale and therefore the work is turned out cheaper than in the inside factories. There may be a few cases of dishonor here and there, but similar cases are found in the Fifth Avenue establishments. There, too, a few employees connive with the employer to work below the scale and so delude themselves and deceive the Union. The number of such weak-minded people is few and far between, but one may find them in both places.

The sub-factories pay the full scale to the week workers the same as the other shops, yet the cost of their labor is cheaper, inasmuch as they turn out more work during the week for the same wages paid to the week workers inside. This is due entirely to the different system employed in both factories respectively.

Take the cutter, for instance. In the inside factory he has to cut up dozens of various styles of garments during the week. His work is frequently interrupted, inasmuch as he is required to cut single special garments in between, and he is disturbed in other ways. In the small sub-factory he is kept at only a few lines of garments, which he cuts up eight, ten or more at a time. The patterns and sizes are the same. There is not much planning or calculating required; there is no necessity to re-arrange or re-mark the cloth. Where this is necessary, the employer is near at hand, ever ready to help, so that the cutter may proceed undisturbed and uninterrupted. The same is true in regard to the presser and the other workers. Owing to the fact that the sub-manufacturer is making only a few lines of garments, the employees soon get accustomed to the process and therefore produce more for the same pay than the workers in the Fifth Avenue factories. The important point is that they do not earn less in the sub-manufacturer's shop than in that of the larger employer.

That competition exists between these two classes of workers is admitted, but no blame attaches to the outside employees. If they were to reduce the earnings below the scale they would be to blame. But this charge cannot be brought against them. It is not their fault that the system in the sub-factories enables them to work quicker. Some of the inside employees have attempted to cut the prices in order to be able to compete with the outside employees. They were prepared to earn less per day, so as to prevent the work being sent to the sub-manufacturers, but they have not succeeded for this reason: When it is a question of competition and cutting of prices, the process would be as easy to the outside as to the inside employees. When the employees of the sub-manufacturers had learned the intentions of their confreres in the Fifth Avenue factories to reduce their earnings from $6.00 to $3.00 a day, they, too, were willing to make a similar reduction.

In the circumstances it is natural that the workers in the sub-factories should have more work than those in the inside houses, and the task devolving upon the Union is, what course to adopt that more work should be retained in the inside factories. This and other questions affecting the Union and its membership will be discussed in future articles.
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MONTHLY NEWS AND EVENTS

BY M. H. D.

THE MEETING OF THE G. E. B.
The quarterly meeting of the General Executive Board, delayed owing to the pressure of business on the hands of the General officers, was held at Emerson Hotel, Baltimore, beginning January 25, and lasting four days. An immense amount of work, including concrete organizing plans and problems, was done.

Among other things the resignation of Bro. Harry Kleinman, 7th Vice President, was received and accepted. Bro. Kleinman is one of the oldest members of the present Board, having served on it for five and a half years. His faithfulness and painstaking, sacrificing work has always been a matter of pride to his fellow members of the Board, and to his numerous friends in the labor movement. He is retiring to go into the retail business for himself.

One of the features attending the sessions was a big mass-meeting at the Baltimore Labor Lyceum, at which President Sthlesinger and Bro. Morris Sigman and many others spoke. It was marked by a record attendance and great enthusiasm.

JOINT BOARD LECTURES IN NEW YORK
A series of concerts and lectures have been arranged by the Educational Committee of the Joint Board of the Cloakmakers' Union of New York. They will take place every Friday night in the auditorium of the big Public School No. 91, at Stanton and Forsyth streets. The names of the lecturers and the subjects, given below,
speak for themselves. Admission to these lectures is free to all.

Here is the schedule as printed:


**THE WORCESTER LOCKOUT ENDED**

The lockout at the firm of Seder Bros. having lasted for over three months, the girls, at a joint meeting, decided to give up the fight for the time being. The chief reason was that there was hardly any work in the shop at present, and that the prolongation of the strike would be of little or no benefit to the people.

The sentiment prevailing among the rank and file is excellent. A big crowd filled Beaver Hall on Sunday, January 24, to listen to Bro. Samuel Shore, the manager of the White Goods' Workers' Union of New York. He spoke on the duties of members of unions to their organization before and after a strike, and if we are to judge by their enthusiasm and enlightened approval of the telling points of the speaker, we are confident that the boys and girls of Worcester will be found always at the side of their local ready to fight and win.

**THE WORK AT CLEVELAND**

The Cleveland cloakmakers and their families were treated to a novel form of agitation plus entertainment on Friday, January 15, at the auditorium of a big public school. It was a concert and lecture attended by over 1,000 people. The interest displayed by those present stamps this feature of agitation a clear success. It will be followed up by a series of other such lectures and entertainments.

Local No. 29, the Finishers' Union, have elected a new set of officers, and a large organization committee built up of representatives of almost every shop of importance in the city. The purpose of this method is to give the committee the chance to be in touch with every shop in town. As yet, however, the smaller shops are more thoroughly organized than the very big ones, and the attention of our workers is at present directed towards these large shops.

Miss Rose Schneiderman, recently appointed international organizer, is now at Cleveland, entrusted with the work of organizing the women in the local cloak shops. She has started her work in the beginning of January and has been having meetings with girls right along with quite some success. There are hundreds of Bohemian girls in these shops, and for these special work is being done. The Bohemians are coming into line quite rapidly, and they have now a strong branch. In general, things are quite alive there, and the campaign of our workers is the talk of the town. The local press is devoting space to it daily, and both the manufacturers and the workers watch it with keen interest.

**NEWS FROM CINCINNATI**

"The work in the locals is at last becoming regular and normal," writes Bro. A. Groban, the retiring chairman of the local joint board, "after a long period of constant local quarrelling and dissatisfaction things have come to a satisfactory stand, and we are beginning to reap the fruit of this change in the shops, too."

I. Israelsky is the new chairman of the board. There is work in the shops and dues paying has become more regular.

**CHICAGO RAINCOAT MAKERS, LOCAL No. 24**

Only a year ago this local controlled almost every one of the shops of this trade in Chicago. To-day, owing to the introduction of the new garment, called "balm-escan," a coat which is being made in the men's clothing shops, quite as well and even better than in the waterproof garment factories, the trade has slumped tremendously and the union has become correspondingly weak. As a matter of fact, this condition is not only affecting Chicago. We get the same reports from every other place where rain-proof clothes are being made. The history of the New York Local, No. 20, which right after its strike of 1913 held out such great promise to the workers
in the trade, is an example of it. This local
to-day, owing to the shrinkage of the industry,
is doing business on a much smaller basis and
has passed through distressing times.

Yet the Chicago local is recovering. Accord-
ing to the officials of this local, the situa-
tion is gratifying. They are gathering strength
daily. A set of new officials, among them the
hard working secretary, Bro. Nathan Osahan-
sky, are doing their best and, as the prospects
for this season are much brighter than in a long
time, the boys there feel that they are going
to have their old Union back again.

**AFFAIRS AT ST. LOUIS.**

Bro. Marris Sigman, secretary of the In-
ternational, has recently paid a visit to St.
Louis and has spent a few days there. He at-
tended a meeting of the Joint Board and ad-
dressed a successful mass-meeting at the Frat-
ternal Hall on Sunday, December 27. Bro.
Sigman feels that his visit has done much good.
The general feeling in St. Louis, owing to the
many bankruptcies among cloak firms, is far
from satisfactory, and unemployment is still
prevalent in our shops.

Local 78, the cloak operators, have elected
a new set of officers. At any rate, what St.
Louis needs above all at present is work in
the shops, and that may be expected to restore
to it normal conditions, and, perhaps, better
control and administration of local affairs.

**OUR LOCALS IN CANADA.**

The four weeks that Bro. Koldofsky has
spent in Montreal have had a salutary effect
upon our locals in that city, and it appears
that the investment from an organization point
of view was worth while. Our members have
picked up courage again and are looking for-
ward to a brighter future.

Vice President Koldofsky writes: "The
operators, cutters, pressers and finishers are
very busy nominating and electing officers.
The meetings are very well attended. The fight
in Montreal, when the season starts, will come
on the question of sub-contracting. This evil,
until now hardly known in this city, threatens
to become a menace, and I have succeeded in
bringing the importance of this question home
to the cloakmakers of Montreal and make an
organization issue of it.

"Now, when I compare the spirit among the
cloakmakers of Montreal to-day with what it
was only a few weeks ago, I have every cause
to feel gratified and I believe that my work
has not been in vain. Dues are not yet com-
ing into the office in big sums, but this is
mainly due to the fact that the season has
not fully started. But the boys here want a
union, and a good strong union at that, and
they are going to have it in spite of the ab-
normal war conditions."

Bro. Koldofsky is in Toronto now. He writes
that conditions in the trade have not yet im-
proved to any extent. Work has already be-
gun in many shops, but there is a lot of hag-
gling and dissatisfaction about prices. Yet
every one is hopeful of better times, the work-
ers as well as the manufacturers, and it feels
good to think that after all these hard months
the heart of the local unions is sound and
healthy. They are having election for offi-
cers now in Toronto, too, and they are mak-
ing preparations for a big mass-meeting at
which some of the general officers are expected
to be present.

**THE STOCKTON LOCKOUT AT AN END.**

After five and a half months of bitter war-
fare, due to an attempt of the local manu-
facturers' organization to crush union labor
a settlement has been reached between the un-
ions and the employers of that city, which has
brought to an end the long, destructive contest.

Our Local No. 106, composed entirely of
women tailoresses went through the fight with
flying colors. We have had occasion to write
in these columns about the heavy odds which
they had to fight during this struggle; the
want and sufferings, injunctions, arrests and
assaults. Under the terms of the agreement
wages and hours are to remain as they were
previous to the lockout. It was also agreed
that the demands sent by the manufacturers
to the Stockton Labor Council, to the effect
that no one with union cards would be recog-
nized, should be withdrawn officially by the
employers' association.

On the part of the unions it is agreed that
they are to cease picketing and boycotting.
The main feature of the settlement reached
is the paragraph, which provides for a stand-
ing committee consisting of three members of
the employers' organization and three from
the unions—a kind of an arbitration board
for the entire city, to which all disputes aris-
ing in the future shall be referred. A further provision is made that no drastic action shall be taken by either side in any dispute until the committee has considered the case and rendered a decision.

There is every reason to hope and believe that our local 106 will enter now on a prosperous period and will become a healthy, vigorous branch of the ladies' garment workers' organization. It has certainly shown that it has the right sort of material needed for such type of local union.

SEATTLE STRIKE-FIRM SEeks AN INJUNCTION

Our Local No. 28, the Seattle Cloakmakers, are still having a bitter fight on their hands. The lockout of the Matzen firm has been going on for twelve weeks now, and the members of the Union are still maintaining their solidarity and keeping up with the fighting spirit. The members who are working are being taxed the amount of a day's pay each week for the benefit of those who are out on strike.

The Central Labor Council of Seattle have done for our ladies' garment workers all they could.

At the request of the local officers we print the names of those who are scabbing on the strikers. They are Charles Fruchman, Morris Schwart, Philip Feldman, N. Cohen, D. Goodman, S. Lieberman and I. Belkin.

Meanwhile, Matzen, fearing the effectiveness of the strikers' work, appealed to the Superior Court for a temporary injunction. The lockout in the Matzen shop comes as a result of his refusal to live up to the agreement with the men he imported to do his work. Owing to dull times, he thought that he had a chance to cut his workers' earnings by installing the piece system instead of the week system.

According to our latest information, the hearing on the application for an injunction began in Seattle before Judge Gilliam on January 6 and ended January 18. The Union was ably represented by Attorney Meunion, lawyer for the Central Labor Union. The judge took the case under advisement and will render a decision shortly.

Union Finance and Accounting

BY BEN M. RABINOVITCH.

THE CASH—INCOME AND OUTGO

In "A Practical Guide for Finance and Auditing Committees," I outlined the work of an auditing committee, showing the various steps to be pursued and the logical reasons for them. I labored under the belief (foolishly, it seems) that the "Guide" would serve a two-fold purpose: (1) It would be used as a manual by finance committees, and (2) it would also show secretaries and bookkeepers of locals how to handle their items of income and outgo.

It would seem that any mind capable of forming logical conclusions would at once see that if you showed finance committees how to check certain items, you also showed that these items were to be arranged in this form. In other words, the work of the finance commit-
have to say it all over again from the very beginning.

In this article, therefore, we shall take up the same subject matter as that in No. 2 of the series, but shall treat it from the view-point of the bookkeeper and secretary of the local.

For every entry on the books there should be a corroborative fact, and this fact should be of such a nature that it can be taken independently of the entry and prove same, thereby acting as an automatic control on it.

For example, if your cash book shows one thousand due stamps sold for the month, it does not mean that this is so. For the cash book may be in error on this particular item. But if (1) the day book shows entries of sales to individual members totaling one thousand due stamps for the entire month and (2) these collected due are posted to the members' ledger accounts, and (3) these membership ledger accounts are found to tally with the members' individual books, whenever any random lot of the latter are compared with the former, and (4) there is also a thousand due stamps gone from the stock of the local—then there is a reasonable certainty that the entry in the cash book showing a thousand due stamps sold is correct.

Likewise with a disbursement. It is not enough that the cash book shows a certain item having been expended, and for what. The subsidiary records should also show whether the expenditure was actually made, i. e., is it a fact, and if it is, was it authorized by the proper body or person? And what is true of these entries is true of all others. Books of accounts do not create facts, they only reflect them. And the facts reflected must be within easy reach for the purpose of verification. If this is not so then the set of books, no matter how beautifully ruled and bound or how well kept clerically does not mean anything. Laymen, and even some "auditors" lay too great stress on form and too little on matter.

In our new uniform accounting system we try to give due weight to both these factors and combine all the matter needed into the best form.

Sections 1 and 2 (of No. 2 of this series) show the bookkeeper how to enter all items received. Particular emphasis is put on the point that "each item of income is to be entered into the day book," so that there be "one book of original entry," which is complete and comprehensive.

We know well that this is not done at present, for it seems to be the fond belief of some of our secretaries and bookkeepers that a division of their income into more than one book results in a clearer classification of the various items. Also that the transcription of entries from one book into another (or into two or more others) results in giving a complete control over these items if the totals of the different books tally.

Now, it may be said, speaking generally, that mere division of accounts does not necessarily mean classification. Nor does repetition of items in numerous books insure control. To the direct contrary, such methods of bookkeeping often give rise to complications which result in dire confusion.

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The entering of all income from its direct sources to one book of original entry—the day book—is the first step in the proper booking of these items. And the one and only control for these items is not to check them from the day book to a cash book to which they have been transcribed, and from that to a general ledger to which they have been posted, but to check the day book from the original sources showing the facts.

Section 3 of the same article says that all the income must be deposited on the check account. Many of the secretaries think that it needs a small fortune to open a check account. There are some very good banks who accept small accounts, charging one dollar a month for handling same. A local having an average bank balance of only $50 may have a check account by paying twelve dollars a year, and it is certainly worth it, even to a small local, to have its account run properly.

The bookkeeper should make his deposits more or less regularly, and the simplest way is to keep all the money from income apart from his own money or money of the petty cash fund or any other, so that when he is ready to make his deposit all he has to do is to enter the checks, bills and specie on his deposit slip and then see if the total of this tallies with the entries on the book since the last deposit. If it does, then there is a reasonable presumption that both the book and the deposit are correct. Only very rarely will it happen when making deposits in this way, that a peculiar coincidence of offsets will produce an error.
If all the receipts are handled in this manner, and if all the disbursements are handled in the manner shown in sections 5 and 6, then the receipts will equal the deposits and the disbursements the drawings, as shown in the check book. And the balance in the cash book at the end of each month will equal that shown in the check book. But the balance in the check book must be verified by comparing it with the balance of the bank’s statement at the end of each month. Usually, the statement of the bank will show a balance greater in amount than that of the check book, since some of the checks may not yet have come into the bank; and therefore will not yet have been charged against the account. It, then, the bookkeeper checks off against his stubs all the checks returned by the bank, he can see which checks are still outstanding. And deducting these from the balance, as given on the bank’s statement ought to give the amount shown by his own check book balance. Thus:

<table>
<thead>
<tr>
<th>Bank Balance, Jan. 1, 1915</th>
<th>Less checks outstanding</th>
<th>Our Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,000.00</td>
<td>$25.00</td>
<td>$4,775.00</td>
</tr>
<tr>
<td>No. 431</td>
<td>25.00</td>
<td></td>
</tr>
<tr>
<td>No. 434</td>
<td>75.00</td>
<td></td>
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<tr>
<td>No. 436</td>
<td>150.00</td>
<td></td>
</tr>
<tr>
<td>No. 439</td>
<td>500.00</td>
<td></td>
</tr>
<tr>
<td>No. 440</td>
<td>250.00</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>$4,000.00</td>
</tr>
</tbody>
</table>

These are all the absolute essentials, and whether we have a six-column or a twelve-column book; whether our general ledger is divided into thirty or into sixty accounts, or whether our books are on white or on buff paper, or ruled in blue or in green, are all matters of detail depending on convenience and practicability. Once we have the essentials, the rest is easy.

With the new set of books for each local there is a detailed set of instructions, showing specimen entries and all other particulars. Should any of these not be clear to any of our secretaries or bookkeepers, let them write us and we shall explain more fully.

In the LADIES’ GARMENT WORKERS of last December we gave a tentative list of some of the subjects which we would treat in our articles, and also asked our secretaries and other people dealing with finances in our locals to suggest other topics of interest. So far we have not heard from any one. This means either that our people do not naturally get ideas so very readily or that they are indifferent to the entire question. We are still hoping, however. Spring is soon coming. All Nature begins to stir. Sap begins to turn; blood to course more freely. Perhaps our secretaries and bookkeepers may also be moved and some ideas may come forth as a result.

We have, in the meantime, added another topic to our list. This will deal with the Graphic Presentation of Facts. Knowing that the reading of a mass of figures in statements and reports does not mean anything to most of our members, we are working out some ideas in color charts and diagrams which will give visual images of the facts presented.

The general office desires to announce that the good quality buttons heretofore sold to the locals at 20 cents a piece will for a time be obtained for $1.50 a dozen. Local secretaries should avail themselves of this offer. Further information may be had at the general office.
WAIST AND DRESSMAKERS UNION
LOCAL 25

The season in the waist trade, like in every other needle line, is coming on slowly this year; yet the expectations for a good, long season are strong, and they are shared alike by the Union officials and manufacturers, according to Bro. Sol. Polakoff, manager of the Protocol Division.

A month or so ago the Union issued a manifesto for the benefit of those whose dues-paying was in arrears to the effect that if they pay up on or before January 15 the sum of $2.41 they will be reinstated to all their rights in the Union. This move came right on the heels of the decision of the conferences between the Association and the Union to enforce strictly the preferential clause in the shops. The response to this call was splendid. The number of those who took this advantage was so great that the Union has decided, in view of the lateness of the season, to extend this period of grace to February 6, in order to give everyone an equal chance to get himself straight on the books of the Union.

Meanwhile the campaign of organization of new independent shops, and re-organization of such shops that have fallen away during these long months of unemployment, is growing space. An organization of two hundred men and women under the leadership of Bro. Seidman is on the job, and the results are quite gratifying. A big feature in connection with this work will be the huge mass-meeting on Saturday afternoon, February 6, at the 69th Regiment Armory on Lexington Avenue and Twenty-sixth street. The list of speakers includes Congressman Meyer London, Mother Jones, the venerable 'angel of the miners'; President Schlesinger and Secretary Sigman of the International Union; Jacob Panken, and Managers Polakoff and Baroff of Local No. 25. This meeting is intended to bring to a climax the efforts of the local to bring in line all those who through the hardships of the long slack period, have not been able to keep in closer touch with the organization.

The lack of system for price making in the shops is still a matter of grave concern in the local. Some six months ago a test method was tentatively agreed upon between the employers and the Union, but it did not work well. A few weeks ago a meeting of the Wage Scale Board was held in the presence of the general officers, with the object of standardizing prices. A sub-committee was elected to work out a plan and report quickly, so that the ratings adopted may have the desired influence in the shops.

The decision of the Board of Arbitration in the Cloak and Suit Trade in regard to equal division of work and the discharge of employees, will, according to the officers of the local, have a direct application in the waist trade, too, as the rule and the government of the Protocol in the two trades are practically identical.

The lectures in Public School No. 63 continue to be a great success and still draw thousands of people. The concerts that go with them have unusually interesting programs. That the Waistmakers' Union knows how to do things on a big scale is a matter of common knowledge. At the end of this month they will have to go through the acid test of efficiency at their Carnival and Ball at the Madison Square Garden on Saturday, February 27.

WHITE GOODS WORKERS, LOCAL NO. 63

Two years ago, after the stress and strife of a six weeks' strike, this local became strong. Those who witnessed it and who have lived
through that strike will never forget it. At the end of it, an agreement for a two years' term was entered into between the Union and the Cotton Garment Manufacturers' Association, which granted some sweeping changes in the factories affecting the 'earnings, working hours and the general welfare of the white goods' girls in the shops.

During the two years that have elapsed since, the Union has lived through a number of events which have enriched its experience and strengthened its spirit and ranks. There were bright hours and dark ones, but never was there any doubt that this local of earnest, intelligent girls was ever in danger of losing its ground and firm control over the trade. Fortunately, they had the leadership of people who understood the needs of the members and had the necessary qualities to fight for them.

To-day the local is about to sign a new agreement, presumably for another two years, as the old one expires on February 12. A number of demands have been carefully gone over in conferences with committees of the Manufacturers' Association in the presence of the officers of the International Union. The main questions were those touching on the preferential union shop, the complete unionization of the factories and the increase in wages and prices in the shops. We believe we shall be able to state in our next number that those points were definitely and favorably acted upon in favor of the Union. There now is to be any doubt that the local will emerge from this new settlement stronger and more effective for the protection of the white goods trade. The only real obstacle in the way was the considerable number of women in some of the Association houses who, from selfish motives, were ready to share in all the benefits derived from a union shop without wishing to share in its burdens. This abnormal condition is going to be positively done away with as an injustice to the majority of the workers in the trade.

CHILDREN DRESS MAKERS, LOCAL No. 56

After fourteen months of extreme dullness, after countless weary mornings of job hunting, the girls workers in this trade have still retained enough spirit and backbone to come almost daily to the office of the Union and discuss ways and means how to rebuild their organization and raise conditions in the trade. This is as strong a refutation as could be given to those who still maintain, that girls could not or would not organize.

All during these slack months the girls who occasionally worked two or three days a week had to face all sorts and manner of mistreatment and abuse. Reduction of wages from 25 to 33 per cent, cutting off of the raise of 10 per cent, which they had gained in the strike of 1913 and non-payment for legal holidays, were in order everywhere. Besides, in many contracting shops the girls were again compelled to work fifty-three and fifty-four hours a week, and discharges of Union workers were practiced indiscriminately. In the smaller shops the only way to collect the scanty wages often was to resort to a civil action.

In the beginning of February the first signs of the season appeared, and, as sure as life, the Union workers got busy at the same time. Says Bro. Martin, manager of the local: "My experience with these girls for the past twelve weeks, working in cooperation with their board, makes me feel proud that I have been placed at their head by the International Union. For pluck and grit no better sort of workers exist. The Secretary-Treasurer of our International Union, Brother Sigman, met forty shop girls last January 25 at Casino Hall, and plans are being completed for the starting of a campaign among the workers that will put the Union in a commanding position in the trade."

A mass meeting which was attended by over 500 people was held in January, and the next step contemplated is a big Cooper Union meeting. The International office is not going to relax its vigilance until the children's dress trade will have an organization worthy of the name that will be in a position to enforce demands and protect its members.

WRAPPER AND KIMONO WORKERS,
LOCAL No. 41

Like the children's dressmakers, the kimono workers have been waiting for work to begin. They have had as much hardships to endure and no less misery to confront during the past year when entire shops were closed down for months and the majority of the workers were idle and in want. The advent of the spring season, the longest of the two in the trade, brings hope to
them as well. It is a belated season, to be sure, and not quite everyone is working yet, but the general feeling is such that the worst is over and that better days are in sight.

Samuel Martin, who is also in charge of this local, is starting an active campaign now to bring the Union to its former shape and strength. Shop chairladies’ meetings and numerous shop meetings are again the order of the day, and they propose now to wage a fight against reductions in prices and wages which have taken place in many shops during the months of depression and slackness.

The International office is assisting this local in every way to get back its former position among our locals. It is up to the members now to do the work and do it right.

PHILADELPHIA WAIST AND CHILDREN DRESSEMKENS’ UNION

If the Children Dressmakers in New York have cause to complain, their sisters in Philadelphia are surely no better off. The manufacturers in the City of Brotherly Love are taking advantage of the critical times. During the last season reduction in prices was made the rule practically everywhere. Now it appears that this move was merely an experiment, a “feeler,” as it were. At present the shops, while not rushing, have enough work; and in conformity with the practice of last season prices are being cut right and left without any excuse or provocation. And, if there was still a possibility for an operator to earn $7 or $8 a week last year, it is quite beyond hope this season. Besides, there is always the uncertainty that each new week may bring further reductions in prices, as there is hardly anything to keep in check the unbridled appetites of the employers.

In addition to this, the contracting evil has grown to immense proportions in this line. The contractors are running around from shop to shop at present offering to make dresses at unbelievable prices. The effect of this practice upon the workers in the shops can be readily imagined.

The waist and children dress trades are a big industry in Philadelphia, and if there was in the past an excuse for their being unorganized, the explanation is gone now. The cloak and suitmakers are organized in Philadelphia, and they ought to see to it that such conditions as exist now in the shops of the other trades are radically improved.

An Appeal to the Buttonhole Makers of Waists, Dresses and White Goods.

Buttonhole makers of waists and dresses: How long will you remain indifferent to our appeals? Don’t you see that the conditions in your trade are getting worse every day? The Waist and Dressmakers, Whitegoods and Children Dressmakers’ Unions have their own problems to attend to and can do nothing for you. To improve your position you must be organized in a union of buttonhole makers. Only by joining hands can we gain higher wages and a better living. Our strength lies in organization, and so long as we are separated, the prices for buttonhole making will sink lower and lower.

We have been building our Union since the last five years and now we have a Union in the full sense of the word. We have prepared a list of prices for this season to enable buttonhole makers to earn a decent wage. But to enforce these prices we must have a large membership behind us and now is the time. It is to your interest to join our local. Don’t be guilty of injuring your sisters and brothers and yourself likewise.

Come, join our Union and help to make it strong and thereby improve your position.

We are having a mass meeting on Friday, February 5, at 175 East Broadway. Secretary Sigman of the International will be the main speaker. Attend in large numbers!

EXECUTIVE BOARD,
Local No. 58, I. L. G. W. U.
# Directory of Local Unions (Continued)

<table>
<thead>
<tr>
<th>LOCAL UNION</th>
<th>OFFICE ADDRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>63. Cincinnati Cloakmakers</td>
<td>678 Rockdale Ave., Cincinnati, Ohio</td>
</tr>
<tr>
<td>64. New York Buttonhole Makers</td>
<td>88 E. 10th St., New York City</td>
</tr>
<tr>
<td>65. Brooklyn Ladies' Tailors</td>
<td>106 McKibben St., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>66. New York Bonnet Embroiderers</td>
<td>62 E. Fourth St., New York City</td>
</tr>
<tr>
<td>67. Toledo Cloakmakers</td>
<td>222 Beacon St., Toledo, Ohio</td>
</tr>
<tr>
<td>70. Toronto Skirt and Dressmakers</td>
<td>423 Sackville St., Toronto, Can.</td>
</tr>
<tr>
<td>71. Chicago Ladies' Tailors</td>
<td>1447 S. Spaulding Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>76. Toledo Cloak and Suit Cutters</td>
<td>610 Main St., Toledo, Ohio</td>
</tr>
<tr>
<td>78. St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>80. Bridgeport Ladies Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>81. Chicago Cloak and Suit Cutters</td>
<td>1531 W. 14th St., Chicago, Ill.</td>
</tr>
<tr>
<td>83. Toronto Cutters</td>
<td>101 Dundas St., Toronto, Can.</td>
</tr>
<tr>
<td>85. Cincinnati Skirtmakers</td>
<td>2597 N. 6th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>90. Buffalo Garment Workers</td>
<td>35 Martin St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>92. Toronto, Can., Cloak Pressers</td>
<td>71 Nassau St., Toronto, Can.</td>
</tr>
<tr>
<td>98. Cincinnati Skirt Pressers</td>
<td>417 David St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>100. Providence Ladies' Tailors</td>
<td>473 N. Main St., Providence, R. I.</td>
</tr>
<tr>
<td>101. Richmond Ladies' Tailors</td>
<td>411 N. Smith St., Richmond, Va.</td>
</tr>
<tr>
<td>105. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Ave.</td>
</tr>
<tr>
<td>106. Stockton, Cal, Ladies' Tailors</td>
<td>507 E. Miner Ave., Stockton, Cal</td>
</tr>
<tr>
<td>108. Ladies' Neckwear Cutters</td>
<td>390 Park Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>109. Fall River Ladies' Garment Workers</td>
<td>160 State St., Fall River, Mass.</td>
</tr>
<tr>
<td>110. Omaha, Neb., Ladies' Tailors</td>
<td>2600 N. 15th St., Omaha, Neb.</td>
</tr>
<tr>
<td>111. Cleveland Raincoat Makers</td>
<td>3611 Burwell Ave., Cleveland, Ohio</td>
</tr>
<tr>
<td>113. Waist and White Goods Workers</td>
<td>118 Market St., Newark, N. J.</td>
</tr>
<tr>
<td>114. Raincoat Makers of St. Louis</td>
<td>Fraternal Building, St. Louis, Mo.</td>
</tr>
</tbody>
</table>
אני לא מסוגל לקרוא את המלל האישי וה)objקטיבי של המחבר, ומאפשר מספר אפשרויות קיים איזו נושא הוא מתאר.
ładz nazem arabitum filo dosnainyam hukumiyim bekада

d-propam, hik arpit amel wu felonuwa am z ri

cununam, m la akefba binoq wula.

-z riri cunainyam taqalal yu farzat

rupurtiirun yirade fayfaru awa ayii lmd

debretiirun waam ttaqalal am taa am tarii

dam cununam, m la akefba binoq wula.

qawaar amay khaw bi wuddi waam yar hik am la

qatun anqay am wu la binoq yula.

am la akefba binoq wula.

z riri cunainyam taqalal yu farzat

rupurtiirun yirade fayfaru awa ayii lmd

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הנוכזו ד"ה רבי והכלה מהמקן /"מסמכים נוספים" עקרתא עבודה שאמים שעץ וטרים.

 Athleticum המたりור רכז הרצליה ד"ה רבי והכלה מהמקן /"מסמכים נוספים" עקרתא עבודה שאמים שעץ וטרים.

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אין משותף בין כותב ומקсот

דרד הבנון, ירי מרד_bpבמה שלם.

אאורות לאוניקראסיונאא וחרים דעמטס חורף

מם ערפו במקסף יאמד ו.addField

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דר לייטה ורמסטרום והקר

מצטער💎, לא ניתן לקרוא את התוכן המוצג בתמונה. יש להזמין עוד עזרה אוيطב materiaę.
דר ליידם נאמרים ויאכדכו

ויו ציון פאפרה וגו פקדים וגו הולך עין וגו,
ואודא עניזה עניזה כל שמו פקטות, וגו יזים.
ויו צע追い צע追い וגו חלה עין וגו,
ויו צעד צעד וגו חלה עין וגו.

 noi ציון פאפרה וגו פקדים וגו הולך עין וגו,
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"הפריל" בבראשית פז ו"הפרטיפר" היו שלימים שלמה.}

(הרמאטוגניקה ומעמקים.)

סקונטר, זוטראט או בקניטעגונן, או עבור תעלוק י_rates, או עם או אימפרים,
נוגעת, איסוף עותק או ברheed מפות, אוindre פאסרנט. דודות אלהussen 활용ן
כגון או כהונס שණועכט או דרשות או אוילר. אוילר, אוילר, אוילר, אוילר, אוילר.

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לא ניתןقرأ את התוכן המוצג בתמונה.
יוסף יונתן, מşık ו publicKey

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אף על פי מעבר זמן רב, נותרו בני התשתית את הנקודות הקסמיות של התוכן. אף על פי שהטקסט מספק מיומנות של תרגום מידי, הוא המ的意思 של התוכן הועתק באופן מעברט. מילים וה抜けאות עונדו שהודMatrixModeרו באמצעות סמלים מסדריים. ניתן לנהל הבנה מהטקסט, но difícil para entender el contenido.
אין ספקسجلות הנקראות לאו צמודים ספרי יד
אלו שפורסמו מול آلاف אינדיים שולחנים.
אלו אשר צוינו מול פייר אינדיים פסどのように.
אלו אשר צוינו מול פייר אינדיים פסどのように.
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אלו אשר צוינו מול פייר אינדית פסどのように.
אלו אשר צוино מול פייר אינדית פסどのように.
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אלו אשר צוינו moll פייר אינדית פסどのように.
אלו אשר צוינו moll פייר אינדית פסǷ多年来.
יўי הירדית קפרוגנה ואפרוגנה.

יתריה ומשוער והן עוסבו Quýיבש קא רעדש ונקראש.

שלאטן, שט השילום, הארוס ואלברט על.

יעיון ידיסיאק יאספיט א引きוזריצים עינ

יוני זג'יאק קרופק ויאアウトיך עינ ג'ו

יעבורה ייזו יפרנס 잎 ואוקבל דין.

יתריה ומשוער והן עוסבו Quýיבש קא רעדש ונקראש.

יתריה ומשוער והן עוסבו Quýיבש קא רעדש ונקראש.

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יתריה ומשוער והן עוסבו Quýיבש קא רעדש ונקראש.

יתריה ומשוער והןﻊ菔ש קא רעדש ונקראש.

יתריה ומשוער והן עוסק Quýיבש קא רעדש ונקראש.

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انتخابית פלשתינהлага

דעת קאלאראון פלשתינה

עניין מפורק עם קרבה נפגעים על ציריך - יונה אורותךן - זוהמן

דעת משפט" עם מפורק משותף.

ขณะ הקק דהו

אין_before after פטוע ואת מספר חמש צעירים מירצחים פליש

ודעות לائهم לפני היעדים@register יזירביה ידוע ידוע תגליות פלישה

ודעות קאלאראון פלשתינה משותף. יש מפורק עם אורותךן.

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אני הקק דהו.
ערך ליווי במגנונים ומסגרת

י. א. מ., א. א. מ., א. א. מ.

$4,000.00 — $5,000.00

1915, ינואר 1

 Thief was caught.

ויתור ההלש והיתר

גרם ההלש והיתר


1,000.00 — 1,000.00

$4,000.00 — $4,000.00

1914, יולי 46
voie des droits et libertés de l'homme et du citoyen.

Il convient donc de mettre en évidence les lois et décrets qui ont été pris pour garantir ces droits et libertés.

En conclusion, l'étude de la constitution se doit de permettre de comprendre comment elle définit et garantit les droits et libertés de l'homme et du citoyen.

**Remarques**

1. La constitution est un texte légal qui définit les droits et libertés des citoyens.
2. Elle est élaborée en consultation avec les différents acteurs sociaux.
3. Elle est soumise à un processus de ratification par les institutions publiques.
鼓舞我們的信心，以堅定的意念勇往直前。

在波瀾起伏的海洋中，勇往直前

一位智者曾經說過：

「勇氣不僅是勇往直前的動力，更是鼓舞我們的信心，

以堅定的意念勇往直前。」

在波瀾起伏的海洋中，

勇往直前，勇氣！

一位智者曾經說過：

在波瀾起伏的海洋中，

勇往直前，勇氣！
אין טקסט זמין להנחתה בלב שפה ענקית.
㰀 פול מאג מחאה

 utilizado. א"ע פול מאג המחאהUCKUPLEHRY

ערע מייגע פנה פנה ש"עפעהארלי אבקות

ונWRAPPER 너무 ש"עפעהארלי לאבקות

פוגג א"ע טב בולבארמה ארבעה י"פעהארלי.

uelyynews א"ע תר"ע ל"פעהארלי רוביו י"פעהארלי.

ערע מייגע פנה פנה ש"עפעהארליUCKUPLEHRY

נייל היה עם י"פעהארלי bisher ל"פעהארלי.

נ libro פנה י"פעהארלי עם י"פעהארלי previous ל"פעהארלי

ונWRAPPER 너무 ש"עפעהארלי לאבקות

ונWRAPPER 너무 ש"עפעהארלי לאבקות

ערע מייגע פנה פנה ש"עפעהארליUCKUPLEHRY

נייל היה עם י"פעהארלי bisher ל"פעהארלי.
לא ניתן לטעון התוכן המוצג בתמונה.
1915

מאמר אפשרי לאישה, ראשית, לא ניתן לטעון...

בצ関わו של ווֹנַג וַאֲבָנָל נֶבֶנֶגֶו, נוהג עצם עַזר מְזוֹנִי יָרְכָּן, ברוחו, מקוח א-בוֹי בָּשָׂמידר, 27 more...

נֶבֶנֶגֶו, 1915, בָּשָׂמידר אַ-יָּרְכָּן. לעַראָה את בָּשָׂמידר, מאמר עַזר מְזוֹנִי יָרְכָּן...

כָּל-קָאָל, 28 more, סְעַאָס בְּעַרְ־ָר בָּשָׂמידר, וַאֲבָנָל נֶבֶנֶגֶו, נָהָגוּ עַל-הָאִיש הָגָּגֶשׁ בַּשׁוֹמֶשׁ שֶׁיָּרְכָּן...

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Named shoes are frequently made in Non-Union factories

DO NOT BUY ANY SHOE
no matter what its name, unless it bears a plain and readable impression of this UNION STAMP

All shoes without the UNION STAMP are always Non-union

Do not accept any excuse for absence of the UNION STAMP

BOOT AND SHOE WORKERS' UNION
246 Summer Street, Boston, Mass.

JOHN F. TOBIN, Pres.  CHAS. L. BAIN, Sec'y-Treas.