The Ladies’ Garment Worker, Volume 6, Issue 3

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PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

BY THE

International Ladies' Garment Workers' Union

32 Union Square, New York.
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(Continued on inside back cover.)
WE SHALL NOT PERMIT OURSELVES TO BE DRAGGED BACKWARD

The future student of events in the cloak industry in 1914-1915 will see one conspicuous feature overshadowing all others. This is the calm and considerate attitude of the organized workers; the sober view of their representatives in endeavoring to avoid a serious breach of the peace in the industry; their desire that all difficulties shall be adjusted by reason and argument, rather than by an appeal to force. It will be hard, if not impossible, to find any trace of evidence that the representatives of the Union sought to complicate the industrial crisis caused by the war by harsh and extravagant demands.

The student of events will rather admire the attitude of the organized workers. He will see that, although aggression was insisted on among the rank and file, yet reasonable councils prevailed. Although the hard times lent themselves to working up sentiment in favor of aggressive action to secure quick results, yet the representatives of the Union kept cool and dispassionate and exercised the necessary influence to prevent trouble. Cognizant of the existence of an understanding, they adhered to its letter and spirit, in order that the peace secured in 1910 at much sacrifice by both sides should not be broken, at least not on the initiative of the Union.

AND THE EMPLOYERS? Will the student of events be able to say the same of the Association? Will he be able to point the lesson that here, in an industry governed by a Protocol of Peace since more than four years, the manufacturers have been similarly free from aggressive tactics? Can it be said that the desire to avoid friction and irritation, which makes human beings desperate, has been uppermost in their minds? We fear that upon a review of the facts it will be seen that manufacturers have not maintained an attitude free from doubt and suspicion. The facts unmistakably point to their trying to secure an advantageous position over the workers because of the hard times. We hope it is not too late for them to reconsider their attitude and mend their ways, so that the records may give them some benefit of the doubt.

The Union is now in a position to call the world to witness that the attitude of
its representatives has been the most correct. This attitude has been determined by a problem that should be the concern of the entire industry, employers and employees; and in the opinion of the Board of Arbitration the Protocol of Peace was created with that object in view.

We find that there are some among the rank and file who do not quite grasp this idea. It will therefore be well to discuss this problem, even though it has already been discussed by a select few.

**THE PROBLEM** The problem is that the industry in the height of the season requires some 50,000 people to cope with the demand for finished goods. Then the demand subsides and work can be found only for part time. The problem is, therefore: shall the industry throw a number of people into idleness and starvation or deal with them, as far as possible, humanely? In past years, before the benefits of organization came to be realized, when strife and turmoil ruled in the entire industry, employers were exposed to a certain disadvantage in the height of the season. When the employees of a shop were quick enough to act unitedly, they were in some cases able to force the manufacturer to pay high prices. At the end of the season, however, the advantage lay entirely on the side of the employer. Prices were pitilessly cut down and many employees were turned adrift or were reduced to very slavery. No wonder that sensible workers organized with a view to reaping every possible advantage in the height of the season in order to provide against the cruel fate of discharge or persecution in the dull season.

The trouble with that system, or rather lack of system, was that only first-rate employees who had the sense to organize reaped some little advantage in the season. The majority of the workers were sunk in a kind of hopeless servitude, exploited by contractors, driven by sub-contractors and harried and maltreated by foremen and designers. Even active union workers often paid dearly for their actions in the busy season by being blacklisted and prevented from entering the shops.

Nor, in the long run, were those conditions altogether favorable to the manufacturers. For the small employer such tactics were dangerous. Unless he operated with a set of men who knew no better and cared less (unfortunately a large percentage of the workers were of that type), he might be put out of business by one single strike. The large employer, on the other hand, incurred in the cost of strikes and loss of trade more than humane working conditions would entail, and, in addition, he was continually under the fire of the enlightened portion of public opinion. Thus, to both sides the game was not worth the candle.

**HUMANITARIAN PRINCIPLE** The evils referred to above had gone too far. A limit to the endurance of the workers was reached. The Union, small as it was then, succeeded in its agitation. The people, realizing their individual helplessness without organized protection, had revolted, and to terminate the revolt the Protocol of Peace was designed to relieve an intolerable situation by introducing organization methods, and an attempt at system and order. Both sides were to develop and maintain strong organizations with that object in view.

The cloak industry and then the waist and dress industry were supposed
to have entered on a new era of reason, fairness and humane consideration. The workers were finally recognized as being the main pillar supporting the industries by their labor; for without their labor the industries could not flourish. Hence the Protocol provided humane treatment and better conditions. The conception was that a peaceful adjustment of disputes would tend to bring out the humane side on the part of the employers, and humane treatment of the workers in its turn would bring out the best in them and both the industry and the workers engaged therein would profit.

The humanitarian principle implied in the Protocol should not be mistaken for generosity or benevolence. The employer is not called upon to give away anything that belongs to him. It was rather intended, in the words of the Chairman of the Board of Arbitration, "to enforce for the benefit of the employee his general humane right to fair and just treatment." In the ultimate analysis, the industry stands to profit by the "humane" right to fair and just treatment to the workers, in proportion as it stands to lose by a policy of irritation or by depriving the worker of the chance of earning an equal share with other workers at all times.

There is no other way of dealing with this problem than by staying the hand of arbitrary discharges and by practising equal distribution of work as far as circumstances permit. It is a measure no less of justice than of humanity that the people whose services are needed when big profits are to be reaped shall not be turned adrift to shift for themselves when the prospect of profits is less rosy.

Aside from all other considerations, it is for the good of the industry that the people who have acquired a measure of skill in its operation shall not be driven to seek other pursuits and occupations. Their full service will be wanted upon the return of the tide of prosperity. For how would it conduce to the good of the industry when the expected high tide of prosperity arrives and the demand for experienced workers cannot be supplied?

**THE EMPLOYERS' RESPONSIBILITIES**

The claim that it is to the economic interest of the employer to retain his working force in partial employment, as far as possible, when full employment cannot be found is justified on practical grounds. By the exercise of humane consideration such partial employment can be given without in the least interfering with any plan of "reorganization." The practice of working by shifts and pooling the pay is followed by a number of shops in our own and other industries, and no harm results to the employer. One reason is that the efficiency or productivity of the employees is stimulated by the willingness of the employer to stretch a point in their favor, permitting them to share the work, so as to earn whatever they can in order that they may tide over the hard times. Where employers exercise no such humane consideration, the efficiency is reduced in two ways: by starving the workers and by sowing hatred and ill-will in their minds. This is something which as yet employers have not learned, much to their cost. No industrial absolutism and harsh regulations can do half as much as humaneness and mutual good will.

We maintain, that by the understanding between the Union and Association a duty and responsibility devolves upon the latter to help solve this problem.
and not to thwart its solution by legal hair-splitting technicalities. In the opinion of the Board of Arbitration this point is clearly brought out.

The industry is pursued by the employers for profit; but it cannot flourish and produce profit unless the workers contribute their muscle, energy and brain power—the most important part. And the workers cannot properly contribute this part unless they are in all respects treated fairly, reasonably and with humane consideration. This is a responsibility resting upon the employers' shoulders. No employer should be allowed to make profits if he escapes the burden of this responsibility.

At present, however, our manufacturers give the impression that the industry and the workers engaged therein are there for one sole purpose—to earn profits. All other considerations are apparently brushed aside as of little or no consequence.

Of course, this psychology of the employing class is quite natural. It is for this reason that the workers must be organized and united to take care of their end of the business. Where there is no collective understanding the organized workers are pitted against their employers in ruthless and inexorable struggles. In our case, however, a collective understanding has eliminated the necessity for bitter strife and therefore the present attitude of the manufacturers is difficult to understand. They often act as if no understanding existed and as if no responsibility in regard to their employees attached to them.

It is needless to point out that such tactics are extremely irritating; that they thwart the Union in its desire to help its members and thus defeat the very purpose of the understanding between the Union and Association. Just as the Association is anxious to help its members, so is the Union in duty bound to help its members in retaining a share of the work in order to enable them to make ends meet in this trying period.

The contention that equal distribution of work tends to encourage the growth of sub-manufacturing is not well founded. On the contrary, if a certain number of workers were allowed to be driven into idleness and want, those retaining full employment would become a favored element—a kind of "aristocracy of labor." This would compel the jobless to offer their labor to small manufacturers at reduced pay and thus increase the number of small employers, aggravate the competition in the trade and constitute a new danger to both, the workers and legitimate manufacturers.

It is to be hoped that the manufacturers will discontinue their present tactics. They are thereby only exposing themselves to the charge that they are unfairly seeking to take advantage of the hard times. They are greatly mistaken if they imagine that they can return unchecked to the pre-general-strike period. We shall certainly not permit ourselves to be dragged backward. We must go forward in spite of the hard times.
In the report of President Sehlesinger to the General Executive Board, published in another column, there occurs the following sentence in regard to the relations of the Union with the United Cloak and Skirt Manufacturers' Association:

In the last three or four months we have likewise had more than the usual number of complaints from the shops of the second association in the cloak trade—the "United" manufacturers.

Reading between the lines it is evident that the episode of last month in connection with the aforesaid Association was the climax of a long series of events. The complaints were more than the usual number. Our members were evidently not treated with the consideration due to them. The employers were seemingly straining to profit by what they imagined to be a "serious situation." This much could be inferred from the sudden step they had taken in suspending peaceful negotiations. The wish was father to the thought.

The surprising rapidity with which events succeeded one another, and the final adjustment reached within a very few days, is a lesson which has been frequently pointed out and seldom taken to heart. This is that when certain parties have an understanding they must not only avoid riding roughshod over each other's heads, indulging in spite, and causing irritation, but they must likewise avoid rashness and precipitancy.

**UNDERESTIMATING THE STRENGTH OF THE UNION**

The mistake of the "United" manufacturers consisted in their underestimating the strength and solidity of the Cloakmakers' Union. They must have been misled by false rumors circulating here and there in the enemy camp, or in irresponsible quarters, and they thought they would snatch an easy victory. The case was so transparently in our favor that it is amazing they did not see it in that light. There could have been no mistake as to which party had violated the unwritten agreement. All the facts pointed to the manufacturers being in the wrong and the Union in the right. Yet the latter took the initiative in suspending negotiations.

Briefly the details of the case are as follows: The employees of the Rosenfeld & Weingarten firm refused to work with one of the men who antagonized the Union and pursued a course of action that was regarded as being inimical to the workers. Upon the employer ignoring their wishes the workers threatened to strike.

At the time this occurred the firm in question was not a member of the "United" Association; their application for membership was pending, and the Union lost no time in informing the Association of the trouble. The managers of the Union and Association respectively having investigated the matter, agreed that the man in question should be discharged, and only then would the firm be admitted as a member of the Association. Two weeks after the firm had joined the Association they again took the man into their employ and installed him as foreman.

This was deliberate defiance of the Union and Association—an affront that
the workers could not swallow, and they refused to go on with their work unless the firm respected the arrangement. The strangest thing about it was that the manager of the Association himself receded from the arrangement, insisting that the employees must resume work, pending arbitration of the dispute. The Board of Directors of the Union upheld the stand taken by the workers.

The Association then broke off negotiations with the Union; but the Union did not in the least feel anxious. Clearly this understanding was as advantageous to the employers as to the workers, and the Union might just as well deal with each employer individually. So the International decided that henceforth the Union will not recognize the collective influence or authority of the Association and will regard every member thereof as an independent employer.

* * *

REALIZING THEIR MISTAKE This was something that the readers of the Association had not foreseen or expected. It did not seem to occur to them that the Union would refuse to be intimidated. They soon realized their mistake, and they submitted the entire matter to the consideration of the General Executive Board.

The Board met on Friday, February 13th. After each side had stated its case the following understanding was arrived at:

The United Cloak, Suit and Skirt Manufacturers' Association and the International Ladies' Garment Workers' Union hereby agree that all actions heretofore taken by either organization as a result of the dispute arising from the situation in the Rosenfeld & Weingarten shop be rescinded on both sides.

The United Cloak, Suit and Skirt Manufacturers' Association and the International Ladies' Garment Workers' Union are to resume forthwith the friendly relations which have heretofore existed between them. The machinery for adjustment of grievances hereby re-established, and the parties agree to meet in conference with a view to formulating a more definite understanding and working arrangement between them.

In the case of Rosenfeld & Weingarten the question whether the firm shall have the right to continue the present foreman in their employ is hereby submitted to arbitration. Pending such arbitration all present employees of the firm, including the foreman in question, shall quit work. All other grievances of the workers against the firm and vice versa, arising in the course or on account of the present dispute, shall be deemed settled and adjusted.

For the United Cloak, Suit and Skirt Manufacturers' Association,

By S. A. SCHNEIDER, President.

For the International Ladies' Garment Workers' Union,

By BENJ. SCHLESINGER, President.

The decision of Dr. Paul Abelson, who was appointed arbitrator by both sides, is entirely favorable to the Union. In view of the fact that Messrs. Rosenfeld & Weingarten had agreed not to continue in their employ the foster-foreman, and only on that condition did the Union waive its objection to the firm being admitted as a member of the Association, the arbitrator upheld the contention of the Union that the firm must abide by the arrangement with the Union and Association and discontinue the said foreman in its employ.

* * *

WHAT WE LEARN FROM THE DISPUTE There is a lesson in this dispute and the manner of its settlement that cannot fail to impress us. The situation was so firmly yet so cautiously handled by the representatives of the Union that it immediately met with the approval of the rank and file. If any trouble had been precipitated the entire forces of our organization would have rallied to the support of their officers, and there could be not a shadow of doubt as to the successful issue for the Union.
The inner and deep-seated sentiment of the workers is that the Union is their only refuge and protection. Any speculation on this point is bound to lead employers astray with baneful results. The United Association was led astray in this manner and soon discovered its mistake. If the representatives of the "United" failed to exercise caution; if they speculated on the off-chance of scoring at the expense of the Union, nevertheless they had the sense of withdrawing from a position fraught with danger to their organization.

The representatives of the Union, on the other hand, while exercising the utmost caution, showed to the public at large that they, at all events, were not the people to seek or create trouble. Upon the intimation of the representatives of the United Association that they were willing to reconsider their attitude, the International Union promptly consented to meet them in that spirit of "man to man" which can accomplish far better results than all the legal hair-splitting and overbearing manners in the world. Let this be a lesson to employers and employees.

PLACE THE UNION ON STRONG FOUNDATIONS

The events of the last few months have considerably strengthened the position of those who urge the necessity of raising the dues. In the light of recent experience a change in the present financial system is becoming more evident every day. We must place our Union on strong financial foundations.

It is certainly not necessary to remind our members that the improved conditions won by our Union in the past were the result not of the good will of the employers; not because they chose to do us any favor, but because of our united strength, our enthusiasm in the cause and our faith in the organization and its officers. Recent events have shown that we have lost none of these mental qualities; that we can still display them when occasion requires it. But in addition to faith and enthusiasm financial resources are indispensable, and the members must supplement their faith in principles by providing the means to carry the principles into daily life and practice.

The contention is overheard here and there that the present time is not ripe for raising the dues, and that the agitation should be postponed for a more opportune occasion.

To this it might be replied that postponement is a good excuse for inaction. Were we in daily life to get into the habit of postponing things, we should never accomplish anything. It reminds us of the villager whose cottage roof was always broken and who had a ready excuse for it. In the rain, he said, he could not repair it, and in the sunshine it did not need repairing; and so it continued to be in a dilapidated state. The same people who advise postponement of the agitation for raising the dues till the advent of better times, are ready, when better times come, to argue that there is no more need for raising the dues, since, then, the employers do
not impose wage cuts and other burdens on the workers.

Another argument is the fear of the workers' inability to pay higher dues. This contention is utterly disproved by experience. Many years ago the weekly dues in some unions were as low as 5 cents. Then, too, some people were dead against raising the dues, on the same grounds. Experience, however, has shown that higher dues have made a stronger union and has produced a greater readiness on the part of the members to pay it. The average worker feels that he would rather pay more and feel sure of protection than pay less and get nothing in return. Various propositions are now being considered whereby higher dues would not entail hardship upon the members, yet the Union would acquire a power and standing of which every member will be proud.

Last year, when for a brief interval a slight crisis existed in our ranks, the New York Times, usually hostile to labor organizations, had the temerity to say editorially that upon the Union failing to accede to the demand of the manufacturers there would be no Joint Board and no Union. A veiled threat of this kind would be impossible if our organization felt secure in a treasury of at least one million dollars, in addition to the faith and enthusiasm among the rank and file. It is because the present administration of the International aims at eliminating the possibility of similar threats by the manufacturers and their supporters in the press that we call upon you to place your Union on strong financial foundations.

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**General Executive Board in Session**

**Extracts from Minutes.**

The Third Quarterly Meeting of the General Executive Board was held at Emerson Hotel, Baltimore, Md., from Friday, January 22nd, to Monday, January 26th, 1915.

President Schlesinger in chair, and all the members were present.

**President Schlesinger's Report**

To my Colleagues on the G. E. B.—I, L. G. W. U.

Greeting:

In the few months that have elapsed since our last General Executive Board meeting was held in Boston, we have not been able to achieve things of which we could speak with satisfaction. A large amount of work has been done and considerable energy spent; but our industry has unfortunately been in a backward condition. When hundreds of shops are either entirely closed or employing one-fifth of the regular working force; when tens of thousands of people in one industry are jobless and their existence depends on relatives or charity; at such times it is only natural that employers should take advantage of their workers, and that the workers should feel disappointed and embittered. At such times, no matter how strenuous the efforts of the Union...
officers, they cannot be expected to bring the
desired results.

The main center of my activity in the last
fourteen or fifteen weeks was once more the
City of New York, where seventy-five per-
cent of our members live and work, and where
nearly all of our locals have either protocols
with Manufacturers' Associations or agree-
ments with individual employers.

Towards the end of October, Mr. Sidney
Hillman, who was the Chief Clerk of the Cloak-
makers' Union, accepted the office of Presi-
dent of the Channel locals, which had with-
drawn from the United Garment Workers, and
are now known as the A. C. W. of A. As
there was no one to step into Hillman's place,
it devolved upon me to attend to this work.
From October 15, 1914, to January 1, 1915,
excepting the three or four weeks that Secre-
tary Sigman attended to this work, I have
devoted many hours daily to the duties of the
Chief Clerk.

In the last three months there have oc-
curred more discharge cases than at any pre-
vious time since the existence of the Pro-
tocol, and in fewer cases than ever before
have the discharged employees been reinstated.
In many of these discharge cases the Associa-
tion alleged as a reason that the manufac-
turers had determined upon 'reorganizing',
or reducing their business; but every time
the Union requested to be given an oppor-
tunity to ascertain whether the manufacturer
resorted to these "reorganizations" in good
faith, or whether it was merely an excuse
on his part to get rid of certain employees, the
Association would contend that the Protocol
reserves to the manufacturer the right to act
according to his own discretion, and that it
is beyond the jurisdiction even of the Im-
partial-Chairman to look into such complaints.
The cases of discharge or "reorganization" be-
came so numerous that we have been com-
pelled, after many conferences and Grievance
Board meetings, to request the Board of Arbi-
tration for a decision upon these questions.

The Arbitrator on our side is Mr. William
C. Thompson, the attorney for the Industrial
Relations Commission; for the Association, Mr.
Hamilton Holt, and the Chairman of the Board
is Mr. Louis D. Brandeis. Mr. Morris Hillquit,
counsel for the Joint Board, presented our
case to the Board of Arbitration in the fol-
lowing order: (1) The right of the employer
to discharge; (2) The question of shop re-
organization; (3) Equal distribution of work
in the slow season: (More precise details are
given in the January issue of the LADIES' 
GARMENT WORKER, while the address of Mr.
Brandeis, containing the decision of the Board
of Arbitration, is published in full in the
LADIES' GARMENT WORKER for February.—
Editor.)

Although the decision does not define our
rights very clearly, and is more of a general
declaration of principles, we have nevertheless
every reason to congratulate ourselves with
the decision as it reads. It establishes our
right to have every discharge that we consider
to be wrongful reviewed by the Committee on
Immediate Action; it establishes the right of
our workers to share the work equally in dull
seasons, and it empowers the Committee on Im-
mediate Action to look into every case of re-
organization, and to ascertain whether the re-
organization was justified or it was merely a
subterfuge for the manufacturer to get rid
of certain workers.

THE UNITED ASSOCIATION.

In the last three or four months we have
likewise had more than the usual number of
complaints from the shops of the second Asso-
ciation in the cloak trade—the United Man-
ufacturers. These complaints, however, were ad-
justed either by the respective managers of both
organizations or through arbitration. Every
time a dispute occurs that the managers of both
organizations cannot adjust, an impartial per-
son is called to render a decision.

I assisted the Joint Board manager of the
"United" office whenever this was required
and have helped to settle many disputes.

THE LADIES' WAIST AND DRESS INDUSTRY.

In many respects the Protocol in the waist
and dress trade works more smoothly than that
in the cloak and suit trade. In my opinion
this is due to the fact that the manager of the
labor department of the Dress and Waist
Manufacturers' Association is a woman, who,
for many years, was active in settlement work,
and she looks upon her work as Chief Clerk
from a humane point of view. Nevertheless,
we were not free from trouble in this trade
either. There was not a week that Local 25
should not have cause to complain of unjust
discharges, lockouts, unequal distribution of
work and the evasion of the preferential-shop
clause of the Protocol. In regard to the last
point we were compelled to apply to the Board of Arbitration for a definite ruling. The Board held two sessions, on November 6th and 7th respectively, and handed down the following decision:

It seems to us that what is needed is a detailed study, taking up each one of the difficulties which have been indicated by the testimony. For this purpose a small committee should be formed, including the counsel and the Chief Clerks of the two organizations, and possibly one or two others, if it is deemed desirable, to associate them with the counsel and Chief Clerks, and that each one of these difficulties should be taken up separately, and thoroughly discussed, until the best piece of mechanism, the best solution for the particular difficulty can be found, and then to adopt the best way of getting over the specific difficulty. The Board believes that if this conference committee should get to work and pursue their work as far as possible from day to day, that they could within a comparatively short time, possibly two or three weeks, be able to present to this Board a complete project for the solving of these specific difficulties.

Immediately after the decision had been rendered, a series of conferences of representatives of the Union and Association was held, and together we endeavored to devise a plan whereby to unionize the shops. The plan that we eventually agreed upon and which was made part of the minutes and decision of the Board of Arbitration, was embodied in the minutes of the New York members of the G. E. B.

QUESTION OF LEGAL HOLIDAYS FOR THE CUTTERS.

When the Protocol with the Dress and Waist Manufacturers’ Association was signed two years ago the question of the legal holidays remained undecided. Article XIV of the Protocol reads that the question of legal holidays to be observed in the industry is to be submitted to the Board of Arbitration, and the Board subsequently decided on five legal holidays. The cutters, however, enjoying as they do, ten legal holidays under the cloak and suit and other Protocols, had desired to retain the same privilege in the waist and dress trade too, and the Board of Arbitration was asked to determine the matter at their sessions of November 6th and 7th. The International requested that the cutters shall be free to observe the ten legal holidays specified in the cloak and suit Protocol and be paid for five holidays. The Board handed down a decision which was a restatement of the decision handed down in 1913 on the question of the legal holidays; namely, “that there are to be five legal holidays only, and the cutters, like the other workers in the shops, are to work on the other five legal holidays, except so far as by agreement with the manufacturers some change may be made.”

Aside from the aforesaid conferences, which we had with the Dress and Waist Manufacturers’ Association, we also held other conferences upon other questions; as for instance, on what basis to settle prices for piece workers, and on the question of raising the wages for the cutters who are working below the scale. We also had a number of committees and Grievance Board meetings to adjust disputes upon which the Chief Clerks could not agree. In short, almost every day I was in consultation with Brother Polakoff, the Chief Clerk of the Waistmakers’ Union, and attended every conference of the Union and the Association.

WHITE GOODS WORKERS, LOCAL No. 62.

The agreement of the Whitegoods Workers’ Union, Local No. 62, with the Cotton Garment Manufacturers’ Association will expire this February. The agreement contains a provision that “six months prior to the expiration of the contract a conference shall be held between the parties for the purpose of considering any necessary changes.” We have already held five conferences with the Cotton Garment Manufacturers’ Association, and judging from the negotiations so far, we may expect that the new agreement will be considerably more favorable to our members than the one now in force.

EMBROIDERY WORKERS.

At the last meeting of the General Executive Board, held in Boston, I reported on our negotiations with the Embroidery Manufacturers’ Association of New York and New Jersey. To my regret nothing has come of these negotiations. Just then a bitter slackness supervened which continues to this day. We informed the workers that owing to the terrible dullness in the trade we had been compelled to postpone our negotiations with the employers for a more opportune time.

LADIES’ TAILORS, LOCAL No. 38.

The Ladies’ Tailors, Local No. 38, is passing through a hard crisis. Not only has the lo-
suffered much from an exceptionally bad winter, but had to wage a number of protracted and unsuccessful strikes. The local has spent upon these strikes its own treasury, and in addition several thousand dollars which it borrowed from the New York Cloakmakers' locals through the recommendation and assistance of our office. I frequently met in conference with the officers of the local and at their request endeavored to settle the strikes, but without success. The employers' association in this trade is availing itself of the backward condition in which the local finds itself owing to slackness, and is taking advantage of the workers regardless of its agreement with the local. We hope that upon conditions in the trade improving the local will recover sufficient strength and once more be in a position to control the trade.

LOCALS No. 41 AND No. 60.

Since the last three months Brother Martin has been attending to the affairs of Locals No. 60 and No. 41 in the capacity of business agent and organizer. In these trades, too, the workers have gone through hard and trying times. Most of the shops were literally closed for months, and those that were open employed not more than one-fourth of the usual number of workers. In addition to the services of Bro. Martin we have assisted these locals with various sums of money to tide them over the hard times. From reports received at our office, work is now commencing in these trades, and upon our return to New York, at the conclusion of this meeting, we shall make every effort to organize these trades and secure better conditions for the workers. Both these trades have associations of employers, but they are at this moment in a weakened condition. Last Wednesday, January 20, I received from the manager of these associations an invitation to a conference which was arranged for a later date.

RAINFOAT MAKERS LOCAL No. 20.

A few months ago the Raincoat Makers Local No. 20 had been already in fair shape; the funds in its treasury having mounted up to about $300, and it seemed as if the local would not have to apply to our office for assistance. Unfortunately our hopes were not realized. Trade dullness has again set in and at this moment the Local cannot get along without the financial assistance of our office. Until now Brother Isidor Epstein, of Local No. 10, was its business manager. Now the local has decided that for the next few weeks, until the advent of better times, one of their own members should attend to all the work.

LOCALS No. 58 AND No. 65.

Locals No. 58 and No. 65 are in such a state that had not the International rallied to their assistance they would have ceased to exist. I have tried to carry out the resolution in favor of Local No. 58 adopted at the Cleveland convention, which calls on all the buttonhole makers working in the waist and white goods shops to be transferred to Local No. 58. I have sent letters to all the shop presidents of the ladies' waist shops calling their attention to this resolution. Until now, however, very few workers have been transferred. This is due to the slackness in the trade. In times, when the majority of the members are unemployed it is difficult to get members, especially girls, to take transfers from one local to another.

THE SITUATION IN PHILADELPHIA.

In the interval that elapsed since our meeting at Boston I have several times visited Philadelphia. On some occasions I went to take part in the conferences with the Manufacturers' Association of that city and on others to address meetings of our locals. If not for the bitter slackness prevailing in our trade, we might really congratulate ourselves on our victory five months ago. With the exception of the Cloak Cutters, Local No. 53, all our local in Philadelphia are in good shape. The Union meetings are well attended and the members evince much interest and genuine loyalty and devotion to the Union. The cloakmakers of Philadelphia feel the present hard times more than the cloakmakers of other cities, because the last fall season ended before they had time to recover from the effects of the general strike of 1913, which lasted twenty-six weeks.

While in Philadelphia I met committees of the Ladies' Waistmakers' Union of Philadelphia, Local No. 15, and we arranged certain plans of organizing the Ladies' Waist and Children's Dressmakers. The plan was to place an organizer in that field in December and start a vigorous agitation for a general strike. Unfortunately, owing to the terrible slackness in these trades the plan could not be carried out, and we have postponed our
AFFAIRS IN BALTIMORE.

I visited Baltimore twice; once I attended a meeting of the Executive Board of Local No. 4, at which the local officers enlightened me on the situation. They urged that if their local is to flourish, the International must send an organizer for one month. The main trouble was due to lack of mutual respect and confidence among the members. They therefore requested that the International should send some one capable of harmonizing all the elements and awakening their interest in the organization. I sent Vice-President Koldofsky for four weeks, and I found upon my second visit, that Vice-President Koldofsky had really succeeded in infusing new life into their ranks.

At this moment Local No. 4 has trouble with the Manufacturers' Association. In one shop a strike has been in progress for some time, and from information contained in letters I received from them, they expect several other strikes. One of the main reasons why we are having this quarterly meeting in Baltimore is to get into close touch with the situation in this city and arrive at a plan whereby we shall be enabled to protect this local which is one of the oldest locals in our International.

CINCINNATI AND TOLEDO.

I also visited our locals in Cincinnati. For some considerable time a state of demoralization prevailed among our cloakmakers in that city. The trouble originated with the cutters of the firm Bishoff, Stern & Stein—the largest firm in Cincinnati—who refused to join the Union, and the operators and pressers, employed by the firm, who are members of the Union, failed to take action. This inaction angered the members working in other shops who complained of the employees of Bishoff, Stern and Stein and held them up to reproach. Naturally our local suffered much as a result of this discord. On my visit to that city I addressed the local meetings and attended a meeting of the Joint Board. Secretary Sigman had been in Cincinnati a few weeks before. Our efforts had a good effect on the members and peace was temporarily restored. But to place the locals of Cincinnati on a solid foundation it is essential to launch a vigorous agitation, under the direct auspices of the International, to organize the entire trade. Failing to take some steps to organize the trade we are bound to have a repetition of the former demoralization.

Similarly in Toledo our local suffers from internal dissension. I visited them at their special request and attended a meeting of their executive board. In Toledo, likewise, a strong agitation to organize the entire trade must be started. At present only a minority of the workers in the trade are organized. I promised them that upon the revival of our industry the International will set out upon such an agitation.

IN CLEVELAND.

In Cleveland we have put in a considerable amount of work to organize the trade. We have been carrying on a vigorous agitation since four months to get the ladies' garment workers of that city into line. In addition to Brother D. Solomon, the business agent of the Cleveland locals, the organizing work is conducted by Vice-President Pierce, who is especially attending to the cutters, Brother Perlestein, Miss Rose Schneiderman (until a few weeks ago we had Miss Lillian Haffley) and an Italian organizer. When we started this organizing work in Cleveland we naturally did not anticipate such bitter slackness as has been prevailing this year. I am absolutely convinced that if we had better times we should now be able to report considerable progress resulting from our work.

THE A. F. OF L. CONVENTION.

In November, 1914, the Convention of the American Federation of Labor was held in Philadelphia. One of the resolutions in which our members will feel most interested was the resolution to levy a tax of 1/4 of a cent on every member affiliated with the American Federation of Labor for the purpose of organizing the women workers of the country. Our delegates endeavored to get the floor concerning the tailors locals who had withdrawn from the United Garment Workers of America and whose credentials to the A. F. of L. Convention were rejected, but without success. A resolution by our delegates calling for the establishment of a needle trades department was voted down. Subsequently, however, a recommendation by the Executive Council was adopted, empowering the president of the Federation to consider the possibility of organizing such a department. I was unable to attend all the sessions of the Convention, inasmuch as almost every evening I had some conference to attend in New York.
I hope that this review of my activity, though brief, will give you an idea of the present state of our trade and the condition of many of our locals, and this in itself will give point and direction to the proceedings of this meeting.

The main thing that we must bear in mind, when considering the present situation in our industry and the work to be pursued by our organization in the future, is the financial condition of our International. Secretary Sigman’s report will give you a clear insight into our present financial condition.

I trust that you will discuss our reports with thoughtful consideration and that the decision arrived at will be for the good and welfare of our organization and our members.

Respectfully submitted,

BENJ. SCHLESINGER.

Report of Secretary-Treasurer Sigman

To the members of the G. E. B.,

Since the October meeting of the G. E. B., the New York members of the Board met on December 8, 1914, and considered a number of matters reported in detail in the minutes of that meeting. The question of the Preferential provision in the waist industry and the condition of this trade in New Jersey and elsewhere were largely dealt with.

Right after the Boston meeting of the Board, Vice-President Koldofsky was sent to Baltimore at the request of the local organization. He spent there four weeks and brought more life into the local union. He attended a successful mass meeting on November 21st, at which President Schlesinger was one of the speakers. A movement among the ladies’ tailors was also started and many of them have joined local No. 4. The prospects in Baltimore are encouraging.

The Canadian locals of our International, which have been hard hit by the war, were asking us constantly for the services of an organizer. We decided to have Brother Koldofsky do this work. He spent a week in Toronto and found conditions there picking up and the locals while impoverished, yet in pretty good spirits. From there he went to Montreal, where he spent the entire month of December. His presence in Montreal has greatly benefited the locals. The danger of subcontracting which threatened to spread through the city was checked in time through an energetic protest taken up by a number of affected shops. We have also helped the Montreal organization financially by sending them $120 in six weekly installments.

I might mention that the Wolinsky case ended in having the indictment against him dismissed.

I visited Boston twice during these months with the object of dealing with the old standing trouble in the Pressers’ Union, Local 12, where many of the members insist on substituting piece work for week work contrary to rule and agreement with the employers. I attended a meeting of the Joint Board on December 23rd, and a meeting of the local on January the 9th, and succeeded in having set aside their plans for separation from the Joint Board. They also agreed to postpone the installation of their Executive Board until Wednesday, January 13th. Brother Metz attended that meeting and he reports having investigated the charge against ineligible members elected to their Executive Board. The election was declared void and others were elected in their places.

On the whole, the Boston cloakmakers’ locals No. 56, 78 and 12 are in pretty good shape and have a steady loyal membership.

Local No. 49, the Waist Makers’ Union, is in need of a woman organizer who, it is believed, would bring life into this local. The waist makers are, in spite of their big numbers, practically unorganized in Boston.

Some time ago Miss Pauline Newman went to Worcester at the request of the local to do organizing work among the workers in that town. When the agitation was started, the firm of Sedlar Bros., the biggest waist house in town, locked out its 100 employees in order to check the sentiment for a union. We advised our local No. 76 against taking up the fight, as the girls became members of the union only after the lockout. But the local officers could not see their way out, and as a result, they have had this fight on their hands for the last three months. The general office assisted them during this time with $250 and gave them other assistance when a committee of strikers came to New York to solicit funds from our local unions. Our last information is that the strike has been given up.

We are having another strike in Seattle, Wash. There a certain firm, the Matzen Co.,
changed the prevailing week work to piece work without the workers' consent, and a lockout followed. We have had an organizer of the A. F. of L. there to help settle this controversy, but without success. The majority of the workers assisted by the local labor council are holding out bravely.

Our Local No. 106 in Stockton, Cal., went through a lockout of six months in company with every other labor union in that city. They had a terrible time, but the trouble is now settled. We have assisted them during the last few months with $100, but distress still prevails; they are sorely in need and ask for help.

In Los Angeles our local is intact in spite of lack of work. The general office has given them during the last three months $100 in ten weekly installments to keep up their offices, and we feel that the investment was well made.

Requests for financial and organizing assistance were received from Denver, Col., Louisville, Ky., and Detroit, Mich. The appointment of a woman organizer for Detroit was requested, to start a movement among the waist and corset workers. Local No. 90 in Buffalo is in poor condition. Our two locals in Connecticut, No. 22 in New Haven, and No. 80 in Bridgeport, maintain a quiet existence.

At the end of December I visited St. Louis, Chicago and Cleveland. The cloak trade in St. Louis has passed through a period of unprecedented slack which has naturally affected the locals.

I addressed a successful mass meeting in St. Louis on Sunday, December 7th, and left the town with a feeling that better times were in store for our members in that city. With the coming of the season most, if not all, of the cloakmakers will pay up their arrears and will yet have a sound organization. We have helped them financially in the last few months.

From St. Louis I proceeded to Chicago. The Union there suffers from a peculiar evil. Shortly before the season begins, when price settling is in order, the cloakmakers join the organization, and after they have used it as a club
against their employers they leave it to its own fate for the rest of the year. A movement of a general nature for a collective agreement for Chicago is the one thing which our more active members aspire to, and it appears that the chances of success of such a movement are good if undertaken with the right backing. The Raincoat Makers, Local No. 54, are doing good work and gathering strength.

On my way back I visited Cleveland the second time during this term. I went there first for the big mass meeting at the Cleveland Theatre on December 13th. That meeting has had a far-reaching effect. The work of the office and of our organizing staff is proceeding there without halt. Lately we have secured a valuable addition to our force in Miss Schneiderman who has replaced Miss Lilian Haffley as our woman organizer in Cleveland. Just as soon as work will begin Cleveland may be expected to have some good self-sustaining locals.

I left Cincinnati in September with the best hope that the internal dissensions had been eliminated for good, and my expectations have been realized to a great extent. Since then a business agent has been engaged, a new, fine office rented and the boys feel that past differences as to tactics or plans should not interfere with their obligations to the organization.

During the months of October and November our office in New Jersey, under the management of Brother Dubinsky had been doing active work in Jersey City, Hoboken and New York. In December, however, owing to a terrible slump in the shops the work came to a standstill. The outlook is somewhat brighter for the next few months when work is expected in the shops.

The embroidery workers of New Jersey and New York, Locals 5 and 6, that joined our International under promising circumstances last July, had small shop strikes here and there and some of them are still unsettled. The general strike agitation which was to have been launched in October was snuffed out by the depression that had invaded the trade and has kept the membership out of work all the time. We have been doing all we could for these locals in every way, assisting them morally and financially.

In New York City we are confronted with a serious situation in Local No. 58, Ladies Tailors' Union. After signing up with their association they were plunged into a few single strikes. The general office has done its utmost to extricate the local from its difficulties by procuring aid from the New York locals, besides assistance given direct by the International.

The Raincoat Makers, No. 20, has been in straits since last year's change in styles had put the raincoat out of wear. Unemployment has aggravated the situation. Charges were preferred against Bro. Riback, ex-secretary of Local No. 20. I have investigated the charges and have notified the complainants of my decision. The full details of the case are on file in the general office for future reference.

There are hopeful signs that an improvement in the trade will enable Local No. 20 to recover lost ground.

Other small locals in New York, hit very hard during the slack time in the last few months, have been assisted by the general office. Bro. Sam Martin and an Italian organizer have been placed in charge of Local No. 41 and 50, now located together in one office. We have had several joint meetings with their executive boards and a lively agitation is about to be launched for the rebuilding of these two locals.

The Brooklyn Ladies' Tailors' Local No. 65, have likewise been assisted by our office several times. This local has quite improved lately as a result of our help and guidance.

We have also tried to lift up the Bonnai Embroiderers' Union, Local No. 66. We arranged a mass meeting for them early in October, and another meeting on the 22nd of January. Their trade is now again busy and in full swing.

The Neckwear Cutters' Union, Local No. 108, has been revived and is at present conducting a quiet campaign for members under our guidance. We feel, however, that in order that their work may be effective a movement among the women workers of the neckwear trade would have to be started.

Our Local No. 62, White Goods Workers, is at present conducting negotiations with the employers for the renewal of the agreement, working hand in hand with the Cutters' Union, Local No. 10. We have been represented at every conference and are of the opinion that their negotiations will terminate successfully and will result in adding strength to the Union.
We have reached a decision in the controversy between Local No. 3 and Local No. 9, caused by the latter local withholding certain initiation fees which Local No. 3 claimed were due to them after they had obtained a separate charter last July.

During the absence of Brother Schlesinger from New York in November, at the A. F. of L. Convention and in Cleveland, I acted as Chief Clerk of the Protocol Division of the Cloakmakers’ Union in New York for about three weeks. In 1912 and 1913 I had likewise worked in the Protocol Division in the pressers department. Since that time the attitude of the officers and members of the Association towards us has become so hard and unyielding that I have found it extremely difficult to work with them. During November the first so-called shop “reorganisations” took place. The firms of Nathan Schuss, Rothstein and Pilowsky, A. S. Schwartz and others began to discharge many of their employees, claiming that they were curtailing their working forces. After the Grievance Board had been dead-locked on this proposition, we decided to call on the Board of Arbitration to render a decision, concerning which Brother Schlesinger has given you a more detailed account.

The Board of Directors of the Waist Makers’ Union has met often with us during these few months. As already reported they have come to an arrangement with the Manufacturers’ Association in regard to the question of the preferential shop.

During the month of November we called two well-attended conferences of the officers and executive board members of our locals in New York City. The question of raising the per capita tax was discussed, and a committee of two from each local was elected to take up this matter and the question of creating a district council in New York.

The arrangements with the Rand School have come to a head and classes have been formed for our courses. The proposition was quite warmly taken up by the members of our locals, and the attendance at these courses has been averaging from 75 to 90 at each session. We shall watch the results of the experiment.

We have circularized our locals several times during these three months for money due to the general office for assessments. Owing to the hard times the response was not generally good. You will find appended to this report a statement of general finances and also a detailed list of the various donations given to the locals in October, November and December, 1914.

Our auditing department is busy now with the audit of the finances of the various locals. Balance sheets were sent out to all locals at the end of the year. A uniform bookkeeping system will be ready for installation very shortly, which will materially simplify the work in our locals. A series of articles on trade union accounting is now running in our “Ladies’ Garment Worker,” which give a good deal of information concerning the system to be adopted. These articles are contributed by our General Auditor, B. M. Rabinovitch.

The Appeal Committee, consisting of Brothers Baroff, Mets and Dubinsky, appointed at the Boston meeting to try all the appeals which have accumulated at the office during the last few months, have done their work in a systematic and commendable way. They have tried fifteen appeals and Brother Baroff will submit the decisions in due time. In connection with this I would recommend that a standing Appeal Committee should be appointed to try appeals and other matters that may duly come before it.

The Committee on the per capita increase that was to have worked out a comprehensive plan and recommendations has not reported, and I would therefore recommend that another committee be elected, as this matter requires speedy action.

So you see that a great amount of work has been done. In face of the terrible industrial conditions we have done all in our power to preserve our existing organizations in the hope that when the great depression is over we may again find ourselves in a position to fight aggressively for our common cause.

Respectfully submitted,

M. Sigman,
General Secretary-Treasurer.
Organizers' Reports

REPORT OF ORGANIZER H. DUBINSKY

Since our last report on the organizing work at the New Jersey office, we have made considerable progress.

The danger that faced the gains that the New York Cloakmakers have achieved in 1910 through the development of sub-manufacturing in New Jersey towns is thereby materially diminished. When price committees were insisting on decent prices in our New York shops, employers have been heard of late to make threats to their workers that they would send the 'buckles down to the 'mosquitoes' (New Jersey), and many a price committee was compelled to compromise on prices owing to this threat. The general impression that prevailed among our members and even among the officials of the Union was, that sub-manufacturing in New Jersey was something that the Union could not tackle.

Indeed, we went to work in New Jersey with downcast feelings and with little encouragement from others, yet determined to do everything within our power to hinder the growth of this Jersey disease.

We have not the slightest doubt that we would have presented a glowing report if conditions were not quite as slack as they have been and are at present. We have heard the plaint only too often during the time of our stay in New Jersey from many of those who came to work in the shops there, "Let us work at least for one week here, we are broke and have been without work for months. We are Union people and only our want drives us to disobey the orders of our Union." With the advent of the spring season we expect to take a few more bricks from this structure of scabbery and thus stiffen the backbone of the price committees in New York shops when their employers will again threaten them with sending work out to New Jersey.

The income since August 15th, was as follows:

Initiation fee, $796.25; Dues, $294.40; Assessments, $9.75; total, $1,100.40. The Joint Board contributed for this period $1,400.

These figures show that the office operated in New Jersey at no financial loss to the Joint Board, but rather at a gain of a couple of thousand dollars compared with the cost for a similar period previous to our taking charge of the office.

Public officials of prominence gave us a square deal, in particular Judge McGovern, Senator M. Egan, Congressman Hammmel, Commissioner Frank Hague and many others. This came about through the co-operation of Bro. J. Jennings, one of our organizers.

Commissioner Hague, of Jersey City, has invited us and the sub-manufacturers to a conference to adjust our grievances. Unfortunately a deadlock existed in the trade and no practical results were accomplished.

Our income would have been more if the shops we organized had remained with us. They have gone to New York and the members are paying their dues at the Joint Board offices in New York.

We have broken the prejudice against our organization that was fostered by the sub-manufacturers and the real estate interests.

In my last report I touched on the possibilities of organizing work among the waist and white goods workers of Newark and pointed out the necessity of a woman organizer to start the work going. A few weeks ago, at the request of the Waist Makers' Union, Local 25, the New York office of the A. P. of L. assigned Mrs. Mary Scully to this work.

About 180 girls applied for membership and the sentiment for the Union grew stronger from day to day. We now have a local of Waist and White Goods' workers that is destined to reach the thousand mark; namely, our new Local No. 113.

In the other towns of Jersey slackness still prevails and, of course, it is impossible for us to organize empty shops. When the factories will reopen, organizing work will commence in earnest again. One thing is clear, however, to-day, and that is that organizing in New Jersey is not merely a possibility, but a real certainty.

VICE-PRESIDENT KOLDOFSKY'S REPORT.

Brother Koldofsky reported on his work in Baltimore during October and part of November. He had held numerous shop organization meetings, had assisted in the reorganizing of the Ladies' Tailors and had got many of them to join Local No. 4. He had put a check on home work in Baltimore. During his stay there the income was quite good.
From Baltimore he had been ordered to Canada. In Toronto he found that the members of the locals had remained loyal to the Union in spite of the depression in the industry for the past year. The employers, however, were taking full advantage of the situation and would not allow the people to have a voice in the settling of prices. In addition to this they were now taking 15% off the prices they offered only a short time ago. In Montreal the conditions have not changed. Members do not pay dues, yet consider themselves members of the Union, and whenever they get involved in trouble they come to the Union and the Union takes up their fight.

VICE-PRESIDENT AMDUR’S REPORT.

Since the last three months we have been engaged in building up a strong organization in Philadelphia in order to make the agreement more effective.

Brother Sandler’s last quarterly statement shows that during the last three months the income from dues and initiation fees amounted to over $7,000; that Local No. 2 has a membership of 3,300; Local No. 69, 1,100; Local No. 53, 150; making a total of 4,450 members, of which almost all have paid dues since they joined their respective locals.

In view of the dullness in the trade which has prevailed since the agreement was signed and the bad financial condition in which the workers have been since the last general strike, this report is very encouraging.

Since the signing of the agreements 400 complaints from the different shops came into our office, and almost all of them were adjusted in favor of the Union with very few exceptions. Among these, there were forty-five discharge cases. Out of these 40 were reinstated.

The Association did not find it important to provide the necessary machinery the agreement provides for, yet the Union has done all in its power to make the agreement effective, and we have accomplished more than we could have expected.

For the first time since the agreement was signed, we have had two stoppage cases which will go to arbitration. One case will come up on Saturday, January 23rd, the other on Monday, January 25th.

During the month of October I held a meeting of Ladies’ Tailors to organize a Union in this trade. I was informed that there are about 1,000 Italians working in this trade and only about 200 Jews, and that it was necessary to reach the Italian element first.

Now that the season is approaching something will have to be done to organize the Italian workers. There are also a few unorganized cloak and skirt shops in Philadelphia, where Italians are employed. The Joint Board of Philadelphia is ready to pay one-half the salary of an Italian organizer. I would recommend that the Board consider this proposition and place a man in the field. Even the waist trade could be successfully organized if an Italian organizer were appointed.

Vice-President Glassman reported on his work in Chicago. The waist makers have a good local at present. They have a membership of 150. There are about 4,000 waist makers in Chicago and the services of a Polish woman are required to make this local a success. The Raincoat makers have 90% of their trade organized and have a waiting list system for their members. He managed to prevent many shop troubles from developing into strikes. In the case of one shop, however, he could not settle with the firm and the workers were locked out. He succeeded in changing the habit of the cloakmakers in Chicago to come to the Union at the beginning of the season in order to get the better prices, and right after that to abandon the local. He induced the local not to take up any complaints unless it was completely organized. The results of this change of policy are noticeable already. The Chicago cloakmakers want a collective agreement, and financial assistance for organizing must be given to the local in order to bring it about.

COMMITTEES.

A committee from the Waist and Children’s Dressmakers, Local No. 15, requested organizing and financial assistance. Work was beginning in the shops and therefore this was the opportune time to do organizing work. After due consideration it was agreed to render immediate assistance and Vice-Presidents Baroff and Amdur were appointed a committee to act with the general officers, investigating conditions in the Philadelphia waist trade.

Brothers Brightstein, Graniek and Riehlin, a committee from Local No. 4 of Baltimore, requested financial and organizing assistance to organize the ladies’ tailors and maintain con-
eleven manufacturers went out of business and about 100 people lost their jobs. Trade is slow and they have trouble with one of the firms. Agreed to render all possible assistance from time to time.

COMMUNICATIONS AND REQUESTS.
The communications and requests for financial and organizing assistance were referred to the President and Secretary for action. Among them were: one from the Chicago Raincoat Makers' Union, Local No. 54; Joint Board of Cincinnati and Local No. 63 of that city; Wrapper and Kimono Makers, Local No. 41, for a Syrian organizer; Cutters' Union of Cincinnati, Local No. 48; Garment Workers of Seattle, Wash., Local No. 28; Cloakmakers of Toledo, Local No. 67; Cloakmakers of Worcester, Local No. 75; Joint Board of Boston that demands for an increase of wages be presented for the pressers.

A communication from the American Federation of Labor intimated the levying of a one cent assessment on the entire membership to defray the heavy fines imposed on the United Hatters of North America by the United States Supreme Court.

The recommendation of Secretary Sigman for appointing a standing appeal committee was adopted and Vice-Presidents Baroff, Metz and Dubinsky were named for that committee.

The resignation of Brother Glassman as Vice-President and organizer was read and accepted.

The following communication was read from Vice-President Kleinman:

"To the Officers and Members of the G. E. B.:

"It is with deep regret that I tender my resignation as seventh Vice-President of the I. L. O. W. U., to which I had the honor to be re-elected at the last convention.

"I have served in the capacity of vice-president for the last six and a half years. This together with the eight years activity in my local and the Joint Board has planted in me a deep feeling of love and loyalty for the labor movement in general and for our International Union in particular.

"Although circumstances compel me to resign, my convictions and faith in our movement and its just cause are as strong as ever, and I shall remain loyal and faithful to the organization which I have helped to build. I also trust that there will never come a time when my membership in my local and through it in the International Union will be undesirable.

"Should you at any time feel that I can be of service to our organization, do not hesitate to call upon me and it will be my great pleasure to serve you.

"I also take this opportunity to express to you and through you to the entire membership my deepest appreciation and thanks for the confidence you have placed in me.

"With best wishes for further success, I remain.

"H. Kleinman."

Agreed to accept Brother Kleinman's resignation.

REQUESTS REFERRED TO COMMITTEES.

Vice-Presidents Lefkovits, Halpern and Dubinsky were appointed a committee to investigate the following matters: The requests of the Waist and Whitegoods Buttonhole Makers, Local No. 58, for organizing and financial assistance and for the transference to their local of buttonhole makers from Locals 25, 41, 62 and 50, and the request of the Ladies' Tailors of Brooklyn, Local No. 65, for assistance and jurisdiction over dressmakers in Brooklyn.

Vice-Presidents Baroff and Dubinsky were appointed to investigate a protest by Local No. 21, of Brownsville, against Local No. 6 having initiated a member against whom charges were pending in their local.

DECISIONS.

Agreed to donate $100 to Local No. 54, of Chicago, and $100 to Local 106 of Stockton, Cal., and to act on the recommendation of President Schlesinger in the matter of Local No. 29, of New York.

Agreed to investigate conditions in Buffalo and advise Local No. 90 accordingly, and to send someone to Montreal for the same purpose.

Agreed that organizing work be conducted on the same lines as during the last eight months, the general office using every available opportunity to organize the industry and strengthen existing locals.

Vice-President Katz for the committee on women's auxiliaries reported that he had obtained information from many sources which went to show that most of the existing auxiliaries are voluntary organizations, composed of the wives, daughters and sisters of the
members of the organization whose name they bear and also strangers who sympathize with such work.

They are not in any way bound by rules, laws or regulations to the local unions or International. Their chief aim and object is to help the local union under which name they exist materially and morally as much as possible.

They have been found to be of substantial aid in those localities where the finances of the organization largely depend upon seasonal affairs, such as dances, picnics, etc.

There are, however, exceptions where auxiliaries are chartered from the organization, but it has been proven that much jurisdictional controversy often arises between the local union and the auxiliaries.


Brother Koldofsky was detailed to decide the appeal of workers of Donnenberg's shop in Baltimore for a fine imposed on them by Local No. 4 in August, 1914.

Brother Halpern was drafted to serve on the Per-Capita Increase Committee.

The election of two Vice-Presidents to replace Brothers Glassman and Kleinman was postponed till the next quarterly meeting of the Board.

The requests for an Italian organizer for the Philadelphia locals, for an organizer for the Boston Waist Makers and an organizer for Chicago were referred to the general office.

Respectfully submitted,

M. Sigman,
General Secretary-Treasurer.

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THE LADIES' GARMENT WORKERS' COURSES AT THE RAND SCHOOL

A most interesting experiment in educational work, now four months old, is being carried on in New York by our International.

The convention held at Cleveland last June took up the question of education of Union members. It was recognized that this Union, like many others, suffers from the fact that very few of its members have any thorough understanding of the labor movement and its problems, so that all the burden of responsibility in the various locals falls on a comparatively small number of persons. The delegates at Cleveland agreed that to strengthen the organization for the great work it has before it, it was necessary to start a work of systematic education of the rank and file. The matter was referred to the General Executive Board, who appointed a special committee on education, and they have since prepared and carried out an elaborate plan.

The International has entered into an agreement with the Rand School of Social Science, a workingman's college located at 140 East Nineteenth street, New York City, having branches in other parts of the city, which has been doing valuable work for education for more than eight years. Under the joint direction of the Union and the school a regular course of instruction is now being given to a class of about one hundred members of the organization.

The class meets twice a week, on Thursday evenings and Sunday afternoons. The work is carried on partly through lectures with assigned reading and frequent sessions for discussions and reviews, and partly through practical class work, for which the class is divided into small sections, so as to give the instructors a chance to give individual attention to the students.

The courses outlined in detail in a previous issue, are as follows:

COURSE I.—HISTORY, THEORY AND PRACTICE OF THE LABOR MOVEMENT.
COURSE II.—METHODS OF ORGANIZATION.
COURSE III.—ENGLISH.

The establishment and success of this course, the first of its kind in the history of the labor movement in America, is being watched with keen interest by all friends of education of the masses. It will add to the credit and prestige of the International Union. According to the Director of the School, Mr. Algernon Lee, who takes particular interest in these courses, there is splendid material among the students and this educational investment will repay itself many times over for the influence these intelligent and well-equipped workers are bound to have on the unions of our crafts.
A GROUP OF OUR MEMBERS WHO ARE TAKING THE COURSES AT THE RAND SCHOOL OF SOCIAL SCIENCE.
What the Workers in the Sub-Factories have to Endure

THE WORKERS ARE TURNED INTO MACHINES—BAD AIR AND HARD TOIL—QUESTION OF INTEREST TO 60,000 PEOPLE.

BY B. SCHLESINGER

We have shown in the previous articles, first, that the sub-manufacturers, against whom the inside workers complain so much, have been created by the large manufacturers mainly as a means of protection against the small employer who plays the same part in the trade as the earthy 'Division Street boss.' Secondly, that while the workers in the sub-factories work at smaller prices than the workers in the inside factories, their earnings during the week are nevertheless not smaller, owing to the difference in the system of work.

Yet it cannot be said that the sub-manufacturers cause no harm to the workers. The mere fact that the earnings are not smaller does not alone for many disadvantages. The conditions under which the work is done, the strain imposed on the workers, the general treatment accorded them; the cleanliness, ventilation, and sanitation of the factory—in all these things the sub-factory is many degrees inferior to the large Fifth Avenue establishments. The same is true of all small factories.

The reason why the earning capacity of the workers in the sub-factories is not smaller than in the large factories despite the smaller prices, has already been explained. It has been shown that the styles are few in number, that the employer has everything ready at hand, that the operator or finisher does not have to waste any time. Naturally the worker proceeds at a quicker pace.

Fifty hours constitute a week's work for all the shops in the cloak trade. In the large Fifth Avenue houses, however, the employee does not work more than forty hours; the remaining ten hours are lost in waiting and interruptions. Now and then he waits for work or for a sample garment; he is called by the foreman or has to spend time with the examiner. In the sub-factory not a minute of time is lost. The employee starts at the machine 8 o'clock in the morning and does not get up until lunch time. After lunch he continues his work without interruption until 6 P. M. It rarely happens that his work is changed during the day.

It is this which enables the employees in the sub-factory to earn not less in wages than the employees in the large factories. In all other respects, however, the sub-manufacturers constitute a great evil, and it would be worth while bending every effort to eliminate them.

The sub-factory evil weighs on the workers and oppresses them in three different ways: First, the work in the sub-factories is arduous and burdensome. It is drudgery, almost slavery. The loss of time in the large, inside factory, owing to the 'red tape' or certain cumbersome forms of management, amounts to a respite from work. In the sub-factory, however, there is no such respite. The incessant effort is a great strain on the employee's energy. He becomes a machine. True, he earns as much as his conferee in the large factory, but he works harder and feels less like a human being and more like a tool, a wheel.

Secondly, there is a great difference in the general aspect of the two kinds of factories. A Fifth Avenue establishment is a palace compared with a sub-factory. The factories, for instance, of firms like Max Rubel or Beller comply with all requirements in regard to ventilation, safety against fire, cleanliness and general comfort. The employees in these places feel like human beings, aside from the fact that their lives and health are more secure than in the shops of the sub-manufacturers.

We have already shown that one of the reasons why the sub-manufacturer can produce garments at less cost, and so enable the large manufacturer to hold his own in competition with the small, independent employer, is because of his nominal rent and general shop expenses. But small rent implies a narrow, inconvenient, ill-ventilated, ill-lighted shop—a
shop that is often dirty, dingy and a veritable firetrap. The factory laws do not go far enough in dealing with these shops, and the watchfulness of the Union with the assistance of the Joint Board of Sanitary Control have not succeeded in effecting any tangible improvement. If a Triangle holocaust could occur in the modern Asch factory building on Washington Square, then the small sub-factories are far from safe.

The Joint Board of Sanitary Control receives many more complaints from the employees in the sub-factories than from the inside workers. In almost all cases it is the workers in the sub-factories who fall into sickness or get infected with tuberculosis and other diseases.

Thirdly, the sub-manufacturers are to a certain extent responsible for the seasons becoming shorter every year. The general impression is that the short seasons are due to the development of the styles. In past years every manufacturer knew precisely before the advent of the season what styles would be running. Not so at present. The competition among the manufacturers stimulates the search for new styles, and the search is kept up throughout the season. No manufacturer is sure that the next day may not see a sudden change in the fashions, and he fears to begin too early. He waits until the last moment, and when he thinks that the question of style is settled, he throws all his energy into the work in order to finish his orders on time.

All this is quite true, but it is also true that the sub-manufacturers enable the large manufacturers to adapt themselves to this system. Without the sub-manufacturer the Fifth Avenue employer could not wait until the last moment; he would have to start operations earlier. His inside factory could not complete his orders in such short time. The sub-manufacturer not only knows how to make his employees yield a maximum of work—he also knows how to make good use of new comers and strangers to the trade. For only comparatively recently he was himself an employee in a shop. He lives in the district inhabited by the workers. He has friends and acquaintances among them, and he knows how to get help when needed.

Thus the styles on one side and the sub-manufacturers on the other have been detrimental to the trade in two ways. First, the slow season is now longer; secondly, every year there is an influx into the trade of a much larger number of outsiders than is actually required. It is not easy to get enough skilled help in the height of the season, and the sub-manufacturers bring in as many learners as possible, who naturally remain in the trade. These reasons justify us in characterizing the sub-manufacturer as a danger to the workers. He is detrimental to the inside workers in particular and to the entire trade in general. It would be a boon to the workers if he could be eradicated root and branch. It would be a great gain to the Union. At the present juncture, however, it is impossible to bring about this desired consummation. The sub-manufacturer has a reason for existence, since he is the only weapon the large houses have against the competition of the small independent manufacturers of Broadway and downtown. The large Fifth Avenue firms could not exist without them.

The sub-manufacturer cannot be entirely driven out of the market, as some desire, nor can we agitate for the sub-factories paying the same prices for garments as the inside factories, for the reason that they earn just as much as the inside workers with the prices they are now getting.

There is only one solution to the problem; namely, to aim at equality of conditions in all the shops. The working conditions in the shops of the small, independent manufacturer and the sub-manufacturer must be made to approximate those of the large inside shops. This is a task devolving upon the Union, and in this we confine our efforts not only to the sub-manufacturers, but must endeavor to level up the standards in all small factories. We must aim at gradually reducing the differences obtaining in these shops—differences of nervous strain and expenditure of energy; differences in the personal treatment of the employees; differences in the sanitary surroundings, safety to life and limb, cleanliness and general comfort. That is the only way to lessen the competition among the manufacturers, which would have the effect of lessening or abolishing the competition among the workers.

We shall deal with this point more fully in the next article.
February was a busy, bustling month in the Waistmakers' Union. The beginning of the month marked the final of the manifesto issued in January which granted those members of the local who were in arrears with their dues a full reinstatement for $2.41. The offices of the Union were a beehive of activity in those days and the long lines of people that stood, literally, for hours to get near the clerk's windows spoke eloquently of the regard which even the more indifferent members have for their Union.

Then came the great mass-meeting at the Lexington avenue armory. It was an enormous event. Some ten thousand people came together on an ordinary Saturday afternoon to listen to various propositions. For three hours the enormous assembly room of the Irish regiment had listened to an imposing array of exponents of labor, something the walls of the building have never echoed before. "Mother" Jones was the chief speaker of the afternoon, and after her Congressman Meyer London, Jacob Panko, Hugh Frayne, Florence Kelly and Ab. Barof, held the great crowd spellbound. Sol. Polakoff acted as chairman.

Another matter of importance was a conference, the first of a series, held with the Association, on February 8th, at which President Schlesinger of the International was present. The purpose of these conferences is to establish a more rigid control over the trade through the registration of the outside shops. The Union complained that many employers pay lower rates in the outside shops, concealing their ownership of those shops, and so compete with the inside houses. The Association has conceded the point of compulsory shop registration in New York City, and promised to take up the question of their out-of-town shops for consideration immediately. The question of the Protocol label will be made the subject of the next conference. It was also agreed that until the selection of a permanent impartial chairman, a temporary man be appointed for the position.

Meanwhile the big organization committee is doing substantial work. Eleven new shops were taken into the fold of the Union during last month, many of them who have dropped out from the Association, and seven are on strike now for Union conditions.

The International Union, at its last quarterly meeting, appointed a committee to investigate the waist trade in centers outside of New York, and Bro. Baroff, manager of the independent division of Local 25, is on this committee. Bro. Baroff spent several days in Philadelphia in connection with the waist and dress problem.

The sick benefit fund question for Local 25 is forcing itself to the front now and is being eagerly discussed in the trade press. The regular Friday night lectures and concerts at the Fourth street public school auditorium have had record attendances. Last month Meyer London and L. B. Boudin figured as lecturers.

And last, but not least, the big local has had the regular half-yearly elections during this month, and all the excitement that goes with it. Almost the same staff was returned with few exceptions.
up again. To-day, there is unlimited hope and confidence in the near future. The local is actually taking on new and better shape every day.

Two well attended mass meetings were held last month, one at Brownsville, on February 5, at Columbia Hall, at which Bro. Morris Sirotta, secretary of the United Hebrew Trades, spoke. The Brownsville branch of the Union is thoroughly organized already. The New York meeting was held at Beethoven Hall on February 9, and the list of speakers included H. Weinberg, the new general organizer of the International Union, and Saul Metz, vice-president. Both meetings were marked by the presence of many new faces.

The International Union is doing all in its power to assist this local. The Union has engaged Bro. Morris Sirotta to take care of its New York shops. Miss Esther Tauber is the new financial secretary of the local and is likewise assisting in organizing work and shop visiting. The big question before the local at present is how to re-organize the Association shops in New York. The manufacturers belonging to the Children Dress Association have not shown of late the right spirit in the way of permitting the Union representatives to approach their shops for organization purposes. The Union is at present involved in a controversy with the firm of S. Schwartz & Sons, one of the largest firms in the trade, over non-payment for legal holidays to their employees. The case, involving 250 girls, has been dragging on since September, and the Union is anxious to have the firm either pay up or expelled from the Association, and then brought to terms by the organization. The entire attitude of the Association ever since 1913 is a matter of dissatisfaction to the Union. The local is planning, in consequence, to confer with the Association in the near future in reference to their mutual relations and obligations. The Big Cooper Union demonstration, which is planned by the Union for the beginning of this month, will give shape and concrete expression to the feelings of the workers on conditions in the trade, their treatment by the employers and their relations with the Employers' Association, past, present and future.

THE DRESS AND HOUSEDRESS TRADE IN THE MIDDLE WEST

During last month the general office has received requests for organization from cities in the Middle West. They came from Kentucky, Ohio and even Iowa, mostly from small-sized towns, towards which the cheaper grades of the waist and dress trade is slowly drifting. The employees in these shops are all women and the conditions under which they are working are, as a rule, very bad. The question of forming locals in these little cities is a complicated one, and is fraught with difficulties. It means, as a rule, an inevitable lockout or strike with the first sign of organization. After the bigger centres in the waist and dress trade, such as Philadelphia, Chicago, Boston, etc., come into line, the women workers in these smaller towns will have to be gradually organized, lest they become a menace to the bigger locals.

Our new Local 59, Waist and Dressmakers of Chicago, is spreading out its activity. There are in this trade in Chicago thousands of Polish and Slavonian girls and the local is putting into the field, just as soon as their resources will permit, a Polish woman organizer. Miss Fannie Cohen, formerly a very active member and chairman of the Executive Committee of Local 41, New York, and at present living in Chicago, is devoting a great deal of her time to the up-building of this local.

CLEVELAND CLOAK FINISHERS, No. 29

This local, which consists largely of women, has come to active life lately, owing to the incessant activity of our organizing staff in Cleveland. Miss Rose Schneiderman, our woman organizer, is practically in charge of the local, and she is attracting the girls into the organization by the score. The business meetings of the local take place every Friday and are preceded by lectures. Dr. Josephine Danforth, a well-known Cleveland physician, has given them five lectures during the last month, on the subject, 'The Body at Work.' The meetings of the Finishing Association have been made interesting and instructive by this feature, and they are being looked forward to now by every member. The girls are finding our little bit of leisure time in spite of their speaking different tongues, their interest as workers are the same.
The Trade Boards Act in England
A Minimum Wage for Women Workers

By Sidney Webb, L.L. B. and William Moller, B. A.

The passing into law of the Trade Boards Act in 1909 introduced a new principle into English labor legislation. For a hundred years Parliament had never interfered with the amount of wages that should be paid in any industry, but had confined itself outside the question of hours, sanitation and workshop accommodation, to defining the way in which the wages should be ascertained, the medium in which they should be paid and the place and time of payment. As a result, however, of an agitation extending over a whole generation, and culminating in a campaign by the Anti-Sweating League, legislation was secured dealing with a widespread evil in English industrial life. Whole trades had long been carried on without the workers receiving a wage sufficient to provide them with the barest necessities of life. Using Australia and New Zealand as examples, the British Government carried through Parliament in 1909 a measure intended to remedy this state of affairs.

The Act applied in the first instance only to chain and nail-making, lace-finishing, cardboard box making and what is known as slop tailoring. Each Trade Board consists of an equal number of representatives of employers and workers, together with a certain number of neutral members chosen by the Board of Trade. On the Board, that deals with chain-making, there are twelve representative members and three appointed members. On the Lace Board there are three appointed members, eight employers and eight workers representatives. On the Cardboard-box Board for Great Britain there are thirty-eight representative members and three appointed members. On the Board which deals with the slop-tailoring trade for Great Britain there are thirty-eight representative members and five appointed, and for Ireland twenty representative and three appointed members.

For the purposes of administration the trades that come under the Act are divided into districts. Nine such districts have been established by the Cardboard-box Trade Board and seven by the Tailoring Trade Board. The Act has not been fully in operation long enough to say what will be its ultimate effect. With regard to chain and nail-making, the minimum wages of 2½d. an hour fixed represents an increase of between 60 and 100 per cent. in the earnings of the workers. The effect of this rise has been to increase the efficiency of labor and thus benefit the trade. Similar increases have been or are being made in the other affected trades, and it is expected that the result will be the same.

By the terms of the Act it was laid down that the Board of Trade could extend its operations to other classes of workers with the sanction of Parliament. The workers engaged in the manufacture of confectionery and food-preserving, shirt-making and linen and cotton embroidery, are now being brought under the law. The effect of this extension will be to bring under the Act between 120,000 and 200,000 additional persons, mainly women and girls, making a total of about 400,000 under the Act. The Board of Trade found that about 40 per cent. of the women engaged in the cocoa and confectionery trade received less than 10s. a week on piecework, whilst on time work 25 per cent. received less than 7s. 6d. a week. So, too, with shirt-making, it was found that the average wage for women was 13s. 4d. a week and for girls, 6s. 9d.; whilst in London women are making shirts at a rate that works out at about 2d. per hour.

This Act, setting out definitely with the object of establishing a minimum below which the workers in certain specified trades should not be allowed to fall, has had and will have an enormous effect. A competent observer has declared that already in the four trades to which the Act originally applied its effect can be seen. Wages, and with wages the other conditions of employment, have improved, and prices have not been increased. As Mr. Stapleton Barnes, second secretary to the Board of Trade, who is in charge of the administration of the Act, has stated, ‘Women were not able to do proper work before because they were insufficiently fed.’ With the raising of the
economic status of these workers has cause a
new outlook on the whole question of their
relation to their employers, for they have begun
to join Trade Unions.

Another striking effect has been that the
relations between the work-people and the
employers have become considerably more
amicable. The mere fact that employers had
to meet representatives of their workers has
compelled them to recognize that they were
dealing with human beings and not with human
machines. Indeed, since the Act has been in
operation the employers have shown a distinct
tendency to pay rates of wages above the mini­
mum settled by the Board and enforced by
the Board of Trade, a fact that is of con­siderable importance when one considers the
proposals at present being made for the en­
forcement by law of a minimum of civilized
life.

In conclusion, we would again enumerate
the salient features of the Act. Workers and
employers are compelled to come together to
discuss questions affecting both, and the re­sults of these negotiations have the full force
of law. Any trade also may make application
to come within the scope of the Act, and
it rests with the Board of Trade to decide
whether or not it shall be included. Lastly,
the introduction of appointed members to re­
present the interests of the community as a
whole, and the power given to workers and em­
ployers to appoint to represent their interests
persons who need not necessarily be actually
working at the trade, is a guarantee that both
points of view shall be as effectively stated as
possible.

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. BAINESec'y-Treas.

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

IF NOT — WHY NOT?

Get one from your Local Secretary and show your employer and your
shopmates that you are a loyal member of your organization.
ועד לדייריס נראתנום והקדעה

Pag 3
9741 Lahore, 1915

ערימהארים

עד תוקנטנפורטו הפשאיר涘ות בזזו על עתוע

טענתו של הוב שישו לזריך את דקי פלאוטו בית

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## Directory of Local Unions [Continued]

<table>
<thead>
<tr>
<th>Local Union</th>
<th>Office Address</th>
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<tbody>
<tr>
<td>63. Cincinnati Cloakmakers</td>
<td>122 W. 5th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>64. New York Buttonhole Makers</td>
<td>57 W. 21st St., New York City</td>
</tr>
<tr>
<td>65. Brooklyn Ladies' Tailors</td>
<td>45 Graham Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>66. New York Bonnaz Embroiderers</td>
<td>12 St. Marks Place, New York City</td>
</tr>
<tr>
<td>67. Toledo Cloakmakers</td>
<td>629 Beacon St., Toledo, Ohio</td>
</tr>
<tr>
<td>69. Toronto Skirt and Dreemakers</td>
<td>423 Sackville St., Toronto, Can.</td>
</tr>
<tr>
<td>70. Chicago Ladies' Tailors</td>
<td>1447 S. Spaulding Ave., Chicago, Ill.</td>
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<tr>
<td>71. Boston Amalgamated Cutters</td>
<td>8 Lovering St., Boston, Mass.</td>
</tr>
<tr>
<td>73. Toledo Cloak and Suit Cutters</td>
<td>615 Main St., Toledo, Ohio</td>
</tr>
<tr>
<td>74. St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>75. Bridgeport Ladies Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>76. Chicago Cloak and Suit Cutters</td>
<td>1531 W. 14th St., Chicago, Ill.</td>
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<tr>
<td>78. Toronto Cutters</td>
<td>101 Dundas St., Toronto, Can.</td>
</tr>
<tr>
<td>79. Cincinnati Skirtmakers</td>
<td>2807 W. 6th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>80. Buffalo Garment Workers</td>
<td>73 William St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>81. Toronto, Can., Cloak Pressors</td>
<td>71 Nassau St., Toronto, Can.</td>
</tr>
<tr>
<td>82. Cincinnati Skirt Pressers</td>
<td>417 David St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>83. Pittsburg Ladies' Tailors</td>
<td>1815 Linton St., Pittsburgh, Pa.</td>
</tr>
<tr>
<td>84. Providence Ladies' Tailors</td>
<td>473 N. Main St., Providence, R. I.</td>
</tr>
<tr>
<td>85. Richmond Ladies' Tailors</td>
<td>411 N. Smith St., Richmond, Va.</td>
</tr>
<tr>
<td>86. Montreal Raincoat Makers</td>
<td>20 St. Cecile St., Montreal, Can.</td>
</tr>
<tr>
<td>87. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Ave.</td>
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<tr>
<td>88. Stockton, Cal., Ladies' Tailors</td>
<td>507 E. Miner Ave., Stockton, Cal.</td>
</tr>
<tr>
<td>89. Ladies' Neckwear Cutters</td>
<td>890 Park Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>90. Fall River Ladies' Garment Workers</td>
<td>160 State St., Fall River, Mass.</td>
</tr>
<tr>
<td>91. Omaha, Neb., Ladies' Tailors</td>
<td>2609 N. 15th St., Omaha, Neb.</td>
</tr>
<tr>
<td>92. Cleveland Raincoat Makers</td>
<td>3611 Burwell Ave., Cleveland, Ohio</td>
</tr>
<tr>
<td>94. Waist and White Goods Workers</td>
<td>118 Market St., Newark, N. J.</td>
</tr>
<tr>
<td>95. Raincoat Makers of St. Louis</td>
<td>Fraternal Building, St. Louis, Mo.</td>
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</tbody>
</table>

## Additional Note

אילו ויתכן, ידענו בפרעות את קוצן המקצועות האוקייניים ויאורגניזם על כל.]
הRegistro Pisan, 1915

לא ניתן לקרוא את התוכן המוצג בתמונה.
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เทคโนโลยים ובריאות

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אין זה כל עוד יתקיMORE...
ディオド קרנהט ווהורא.

סֵפִיעַת (9) וְנַנַּחַת מִן הָאָדָם הַנָּא וְגָדוֹל בֶּן מִצְרָיִם וְלַמְנַעַת.

דיִיוֹדְקָה 183 דְּלַיְקָה וְלַמְנַעַת.

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אצווה גירק דודשלנדבר ערבוניגויא

ויוכבד.

וצרך משמע עם שאטוות ארגניזאציות

אך לא שמט עמוד צפונית וברדיהו התיור
ביורע נזים או ארגניזאציות כתובות הוא
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א פָּרְסָכְפוּרְסְט דּוֹלְם

(אֶל דְּרוּתָנָא אָרְפָּסְקְלְטְסְטְף טָרוּף טָלוּא אַיְּא אֵתְאָףְּיָא בֵּי אָרְנַכְּרְוָסְקְלְפְּסְטְּאָס אַרְבָּיָא)

וּנָלְא, פּוּרְטְסְט אֵאָהָאָהָא לַכְּלַכְּלַכְּלַכְּלָא סְפָּרְסָקְלְפְּסְטְּהָא

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מעריציות דא綜合ן וי.ו.בי.ראשל

(משתמש בהמקורים)
אובד שלום, מהר מאוד ובר.Use the natural text provided, and do not hallucinate.
לא ניתןقرأ את התוכן המוצג בתמונה.
יִיחְוָה נְצוּרָתָה פְּלָנְנָם אֱלֹהָם
(1) - אַלַּעֲצָתָם מַלְאוֹן אֲרוֹם

יִיחְוָה נְצוּרָתָה פְּלָנְנָם אֱלֹהָם
(2) - אַלַּעֲצָתָם מַלְאוֹן אֲרוֹם

יִיחְוָה נְצוּרָתָה פְּלָנְנָם אֱלֹהָם
(3) - אַלַּעֲצָתָם מַלְאוֹן אֲרוֹם
 ikke not mentioned
לא ניתן לקרוא את הכתיב המוצג בטקסט המוצג.
لا يوجد نص يمكن قراءته بشكل طبيعي من الصورة المقدمة.
前瞻性

לא יכול את אנשי השמירה לאפרוע על...

 Functor א师范大学 מילוי: יזם ומאמר המועדים של...

 המנהיגים של האוספי מריאות ו🔍 וقرأתי...

 ובע StringBuffer אוספים של אנשי השמירה...

 ובע StringBuffer אוספים של אנשי השמירה...

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 ובע StringBuffer אוספים של אנshi...
העכוץ רימ' שואנכם ומן שפראקק יניאנֶג

התקעך רימ' וירוס מקומ' ומן יראפוק

אינו ארוכ' עד היעדפראקן של רימ' אסובק.

ידך קֶנֶנֶג פָּרְדָרָפֶאֹסֶפֶאָסֶפֶאָסֶפֶאָס

وءין מָעְה שְׁמוּאֵלָה שנה בְּמָה האָפָה

ודאThousands of people did not get the last word.

ואם קֶנֶנֶג פָּרְדָרָפֶאֹסֶפֶאָסֶפֶאָס

ואו אַבָּךְ עד היעדפראקן של רימ' אסובק.
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נערות ליווי:

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真正的事物不仅仅在于外表。