The Ladies' Garment Worker, Volume 4, Issue 6

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OFFICIAL NOTICES

REGARDING TRANSFERS

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

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

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

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

5. On accepting a transfer give the member a new dues book and paste the dues stamps into his old cancelled book.

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

JOHN F. TOBIN, Pres.
CHAS. L. BAINES, Sec'y.-Treas.
Splendid Results of A Bloodless Struggle in The Waist and Dress Trade

By AB. BAROFF
Manager of the Independent Shops

In the last issue of this Journal there has appeared a report by Vice-President S. Polakoff under the caption: "The Working of the Protocol in the Waist and Dress Industry." In my opinion, the friends of the Waist and Dress Makers' Union are entitled to know not only how the Protocol works, but what in general the Union has recently done for the workers of this rich trade.

The Union now controls many shops that do not belong to the Association. While writing, the number of independent manufacturers who have signed agreements with the Union has reached 285. These employ nearly 10,000 workers who, with few exceptions, belong to the Union. Thus, when writing about the Union, one must bear in mind that the organized workers of the independent shops are an important part of our strong Union, because they hold the balance of power in the trade.

Before coming to the dry figures I would like to say a few words about the Protocol which is regarded by many radicals in the labor movement with contempt and by a number of our members with distrust. Yet the gains gained by the workers as a result of recent, great, but stormless revolution would be beyond my powers of appreciation. Many so-called revolutionists and a few noble spirits in the movement looked upon the negotiations with the employers and the Protocol arrangement as a whole with sarcastic smiles, others with a feeling of revulsion. To them the entire beauty and poise of the general strike was lost. No tremenous excitement, no heroic struggle, no starvation among the strikers, no broken heads, no arrests of pickets by brutal policemen, no workhouse sentences passed on strikers by heartless judges—in short, no incident to arouse admiration or appeal to the poetic imagination.

All this was undoubtedly true. It is, however, time to point out that the prolonged strikes with all their attendant evils of starvation and suffering to which the strikers are exposed have, after all, little value for the workers, even when they finally win the strike. A prolonged struggle brings depression and weariness on the workers, and on returning to the factories they are powerless and unable to maintain the conditions won; so that within a short time the old or even worse conditions are again imposed. For this reason we should highly appreciate the great advantages gained by the workers in the trade without the long, bitter struggle of three years ago.

Through the recent understanding with the Association we have gained great advantages that will be seen more fully in time to come. First, I consider it a great gain that the shops where the Italian workers are in the majority, and those employing mostly American girls, are now under Union control. The latter ex-
The Ladies' Garment Worker

especially, who, until the last general strike, have looked down upon the other girls, regarding them contemptuously as immigrants, this American element, predominating mostly in the large shops, that laughed at the agitation for a Union, avoided the foreign element and refused to come in contact with the other girls has been enrolled under the Union banner as a result of the Protocol. The recent strike of a few days gave them an opportunity to come into close touch with the other workers and being free from restraint or influence of the superintendent or foreman, the general strike and the activity of our members began to appear to them in a different light. The result is that even those shops that at first returned to work without previously joining the Union are now good Union shops. Moreover, these workers are interested in building up a strong English-speaking branch of Local No. 25. That is a gain which cannot be sufficiently appreciated; because without this element our Union would never have a firm foundation.

(2) There is the important gain of securing a 50-hour week in the trade, amounting to a reduction of 2 to 6 hours a week.

(3) By the establishment of a Sanitary Board of Control and the enforcement of sanitary conditions in the shops, the number of sick employees in our trade will surely diminish.

(4) In almost all of the shops the wages have been raised 10% to 40%.

(5) The Waist Makers' Union is now a power to be reckoned with.

When we consider that all this is the result of a short, bloodless strike, we have reason to be satisfied and surely deserve the congratulations of all our friends.

Of course, our work is not yet completed. The Union will be able to show further results when the members will understand that they could not all at once secure everything to which they feel themselves entitled and only by building up and maintaining a strong organization will it be possible to gain further improvements from time to time.

Let all intelligent people gather around the leaders and representatives of the Union and co-operate with them to the best of their powers. There is sufficient work before us. We must begin a campaign of education and enlightenment among our members. We have yet to teach them the value and importance of a Union and their duties toward the members will take an important place of the Union, they will strengthen their representatives in the performance of their duties. The rank and file are taught to take an intelligent interest election of the best and most competent members to represent and defend their interests.

Some Interesting Figures

There are altogether 285 independent shops including 44 shops in Brooklyn and New York.

From January 25th to April 1st we have received from these shops 462 complaints. These complaints had reference to demands for a 50-hour week, payment for holidays, treatment and failure to distribute the work among all the workers. All these cases have been settled favorably to the employees.

There were 85 cases of discharged labor and 86 of these have been reinstated in all of them the same day. In a few cases called strikes for this purpose.

84 cases arose out of misunderstandings to the settling of prices, 72 of which were settled in favor of the employees and 12 compromised.

59 complaints required the calling of meetings and resulted in 41 cases settled in favor of the employees, while 18 could not be sustained for lack of evidence.

In all, we called, in connection with the dependent shops for the period referred to 343 shop meetings and much organizing was accomplished. Since the strike was settled, 50 shops were organized, their employees signing agreements with the Union.

25 stoppages of work occurred during the time, owing to disputes regarding prices. In 23 shops strikes were called by reason of violations of the agreement by the employers.

The Private Dress Makers

Good, energetic work is being done in the private Dress Making trade. Instead of stores or private establishments controlled by the Union last year, we have now under control 255 stores scattered over the East Side and Harlem with a membership of 1,500. The organizing campaign is especially strong and vigorous in Harlem. From the preparations now being made by the active dress makers...
safely be predicted that in the coming
season a "clean sweep" will be made and all
skilled makers of the East Side, Harlem
and Bronx will be brought into line.

The Question of Branches

Plans for dividing the Union into branches
are now being discussed. Many members are
in the opinion that the formation of branches,
affording every employee of every separate
craft an opportunity to discuss the evils exis­
ting in the craft and seeking ways and
means of remedying them, will make the Un­
ion truly strong. Section meetings to pro­
mote this object are being held and we hope
that the members will be as anxious to get
such branches established for the good
and welfare of the employees individually and
the entire organization collectively.

It is thus clear that the recent big pro­
longed strike has enabled us to accomplish
such results for the workers in the trade, largely
with the energetic help of the International
and Local officers and members of the Local
Executive.

It is now up to the workers to continue
steadfast in their loyalty and devotion to the
cause and thus strengthen and encourage their
leaders and representatives to work for fur­
ther progress and for the consolidation of
the Union.

A Waist Makers' Celebration

The Waist Makers' Union, Local No. 25,
chose May 1st as a very fitting occasion to
celebrate their recent victory by giving a ban­
quet to representative men in honor of the
occasion and a splendid celebration it proved,
such as has seldom been seen among the or­
ganized ladies' garment workers.

The Special Convention called by the Inter­
national Union for that day had no doubt
contributed to the success of the celebration.
Here was an opportunity to invite the repre­
sentatives of all the locals of the International
Union to rejoice with them; and the Local
Executive Board quickly availed itself of this
opportunity.

Another cause that contributed to the suc­
cess of the celebration was the fact that May
Day was this year officially recognized by all
Unions as a holiday. The recent settle­
ment of many disputes more or less favorably
for the employees, resulting in the organization
of strong unions in the garment industries,
added a zest to the general desire to
reclaim from work on that day. For this
reason the May Day Parade proved a tre­
nuous success. Our Locals, with very few
exceptions, were strongly in evidence. The
Stock Makers, Waist Makers, White Goods
Workers and Ladies' Tailors marched in con­
siderable numbers. The Waist Makers, Local
No. 25, mostly young girls, made a par­
ticularly fine showing. So did the White Goods
Workers, Local No. 62. Even delegates to our
Special Convention had been "patiently" and
marched in line at the head of the Ladies' Garment Workers' contingent.

Nature, too, contributed to the success of the
parade: the brilliant sunshine and the absence
of wind, dust or excessive moisture in the air
made marching a pleasure and struck a festive
chord in every one's heart.

No wonder that the 160 guests present at
the banquet were permeated with the sen­
timents of fraternity and solidarity that had
marked the events of the day. To crown
it, all the menu had been prepared with the
utmost care and the music was simply inspir­ing.
There were few speeches and even these
seemed unnecessary for it was doubtful
whether any speaker could add to the social
surroundings or heighten the happy tune that
filled the happy atmosphere.

There was a consensus of opinion that the
day will remain memorable in the annals of
the Ladies' Waist Makers Union, Local No.
25, as a day precedent with events the ex­
tensive celebration of May Day as an Inter­
national Labor Holiday, the celebration of the
recent strike victory and the meeting of a
Special National Convention for the main pur­
pose of sanctioning a special Protocol Law
to render permanent the fruits of that victory.
THURSDAY, MAY 1—Morning Session

President Rosenberg called the Convention to order at 10 A. M.


Local No. 2—M. Grishkan; Absent, Max Amdur and Jacob Katz.

Local No. 4—D. Cohen.


Local No. 10—Jesse P. Cohen, I. Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Charles Bear.


Local No. 17—D. Nisnawitz, M. Cohen, M. Jacobsen, I. Fabricant, M. G. Leader; absent, A. Sheer.

Local No. 23—Max Brofield, George Wishnuk, Max Albert, Frank Cominale, John A. Dyche; absent, J. Abramsky, Jacob Kaplan, Max Perlstein, H. Wander, Harry Kleinman.

Local No. 25—Sam Spiwake, Elias Reisberg, H. Lieberman, A. Baroff, Sigmund Haiman; absent, B. Vitashkin, Clara Lemblick.

Local No. 26—L. S. Feit, N. Rosenberg.

Local No. 35—Morris Sigman, A. Shavelskin, Morris Goldsby, J. Braslaver, B. Greenko, J. Kimbarovsky, J. Limanovsky, Harry Lubinsky, Sam Teichman; absent, R. Boungiovanni.

Local No. 38—Solovioff, Goldstein, Zlatchin, Kramno.

Local No. 41—Harry Klein.

Local No. 42—Harry Berkovitz.

Local No. 57—Cloak and Skirt Makers' Union of Toledo, Ohio, J. Cohen, Meyer Rosenberg.

Joint Board, Cloak & Skirt Makers' Unions of New York—I. Sheff.

Joint Board, Cloak & Skirt Makers of Toronto—J. Welkofsky.

The President called upon DeWa-Chairman of the Credential Committee to examine the credentials of the new.

The following communication was read:

Local No. 25, Ladies' Waist & Dress Union.

Mr. John A. Dyche, Gen. Sec'y-Treas. I. L. G. W. U.,

Dear Sir and Brother:

We wish to inform you that the Executive Board of our Organization passed the following resolution at a meeting held on the evening, April 29th, 1913:

Resolved, That a dinner be given in honor of the delegates to the Special Convention of the International Ladies' Garment Workers' Union held on May 1st, 1913, at Yonkers, N. Y., same to take place on the date and at the same Hall, 270 East 35th Street, at 7:15 A.M. sharp.

Trusting that you will extend this invitation to all the delegates present at the Convention, we remain,

Yours Fraternally,

J. MALLOY.
B. WITASHKIN.
A. SILVER.
S. SEIDMAN.
A. ELLENBERG.
J. PORTNOY.
Arrangement Committee.

Moved and seconded that the invitation be accepted with thanks. Carried.

Secretary read the following telegram:

Special Convention, I. L. G. W. U., Radford Hall, Getty Square, Yonkers, N. Y.,

Dear Brothers:

Best wishes for your success in dealing with the important questions for which this Convention has been called. I hope you all feel the necessity of your presence at
first of May parade at 12 o'clock at Seventh Street, West, where I shall meet you.

Julius Woolf,
Grand Marshall, Cloak & Skirt Makers' Division.

The following letter was read from the United Hebrew Trades:
To the Delegates of the Special Convention,
J. J. G. W. U., Greeting:

I am instructed by the First of May Conference, called by the Socialist Party and the United Hebrew Trades of New York, to invite your brothers to participate in the First of May demonstration in New York on Thursday.

You are cordially invited to lead the divisions of this great Labor Parade, where the Local Unions of your International will parade in great masses.

The demonstration will start from Rutgers Place at 1 P. M. sharp.

Hoping you will accept this invitation and demonstrate on this International Labor Day,

I remain,

Fraternally yours,
B. Weinstein,
Secretary, First of May Conference of N. Y.

Open motion agreed to accept both invitations.

Delegate Ninio, Chairman of the Credential Committee, read the Committee's report recommending the seating of the following delegates, their credentials being in order:

Local No. 60—Max Stern, substitute for Harry Goldstein, and Jack Zimmerman, additional delegate.
Local No. 12, Boston, Mass.—Jack Flashner, substitute for Harry Goldstein, and Jack Zimmerman, additional delegate.

Local No. 15, Philadelphia, Pa.—Anna Litvak.
Local No. 21, Newark, N. J.—J. O. Stein.
Local No. 25, N. Y. Waist & Dressmakers—Leon Sheps, substitute for Clara Lembach.
Local No. 30, Boston, Mass.—W. C. C., substitute for Clara Lembach.
Local No. 41, N. Y. Wrapper & Knitline—Samantha Cohen, additional delegate.

Local No. 50, Boston, Mass.—Mack L. Stein, substitute for I. Kaif.
Local No. 64, Button Hole Makers.—E. J. Newman for A. Steinberg, Joe Frankel.
Local No. 65, Philadelphia, Pa.—Rose Lellman and Miss B. Stein.

The committee further recommends that Brother Chanin of Local No. 11 be seated in view of Article 1, Section 6 of the Constitution.

After some debate, in which delegates P. Dukoff, Wishnok, Martin, and Kliman participated, it was moved and seconded that the first part of the report of the Credential Committee be accepted and the recommendation as to the non-seating of Delegate Chansky be decided later. Motion carried. Then upon President Rosenberg referred the question of seating Delegate Chanin back to the Credential Committee, with whom all objections should be filed. The committee shall submit its report in the first order of Business Friday morning.

The Convention by a rising voice expressed its deep sorrow for the murder of Samuel H. Prager, killed by thugs hired by the Button Hole contractors.

The Convention adjourned at 11:30 to reconvene Friday at 9 A. M.

FRIDAY, MAY 2—Morning Session

President Rosenberg in Chair


Delegate Ninio for the Credential Committee recommends the seating of 27 distinguishing delegates: Kaplan of Local No. 20, Isaac Yitzhak of Local No. 30, and B. Lowenstern of Local No. 88. Concluded at 11:30

Telegrams

New York, May 2, 1909

Convention, J. J. G. W. U.
Radford Hall, Yonkers, N. Y.

We welcome delegates of the J. J. G. W. U. Be sincere in your intentions, and your work will be crowned with success.

Executive Board of Local No. 50.
New York, May 2nd, 1913

Mr. J. A. Dyche, Special Convention,
Radford Hall, Yonkers, N. Y.

With the sincere belief that you will solve urgent problems, I am yours, Fraternally,
D. BERNSTEIN.

New York, May 2nd, 1913

Int. Lad. Gar. Work. Union, Special Convention, Radford Hall, Yonkers, N. Y.

Success for your undertaking.
WRAPPER & KIMONO WORKERS’ UNION.

New York, May 2nd, 1913

Special Convention, I. L. G. W. U.,
Radford Hall, Yonkers, N. Y.

United Hebrew Trades of New York send greetings to your Convention. We wish you may grow so much until all working men and women of your trade are organized under your banner. Long live organized labor.
B. WEINSTEIN.

Toledo, Ohio, May 2nd, 1913

Int. Lad. Gar. Work. Union, Special Convention, Radford Hall, Yonkers, N. Y.

Greetings and best wishes for your success. Hurrah! Three cheers for organized labor!
A. SOLLINGER, Sec’y Local No. 67.

Toronto, Ont., Can, May 2nd, 1913

Special Convention, I. L. G. W. U.

Do not divide our strength. Unite our forces to fight our common enemy. Adopt a higher Per Capita. Trust deliberations may bring new hope and enthusiasm.
M. YANPOLSKY, Local No. 14.

Toronto, Ont., May 1st, 1913

Special Convention, I. L. G. W. U.

Do not divide our strength. Unite our forces to fight our common enemy. Adopt the resolution of the year passed the two million mark.
FRANK MORRISON, Sec’y.

Washington, D. C., May 2nd, 1913

Mr. John A. Dyche, Convention I. L. G. W. U., Radford Hall, Yonkers, N. Y.

Serious illness of my boy prevents me from fulfilling my engagement to address your Convention. I take this opportunity to extend fraternal greetings to the officers and delegates assembled. Am gratified at the splendid progress made by your organization since its Toronto Convention, where I spoke if your membership adhered more closely to collective bargaining your membership would increase in membership, to secure improved conditions, increased in membership and pay still further benefits for years through a strong International. As a result of the increase made by your Organization and other Unions, the membership of the year passed the two million mark.

President Rosenberg informs me that the committee was not able to report on the case of Brother Chin, whom a protest has been made conducting himself as a Union man during the strike of the Nevin Cloak Company, New York.

President Rosenberg introduced Mr. Mufarre, Organizer of the A. F. of L, speaker in part as follows:

As the representative of the Organization of Labor, he had great extending to them the fraternal to President Gompers and the Executive of the A. F. of L, and to express that the convention will not be final, but that they will enact some regulations for the future government of the International Union, to the credit and well being of all, but of the Locals themselves. The wonderful and splendid progress made during the past three years is only a demonstration of what can be accomplished through organization along proper lines, but might be accepted as a criterion that the future of the women of the Ladies’ Garment will be looked upon as very hopeful and promising. 

He expressed the hope that the question may come up in this House no matter how widely they may discuss the question, when the Convention has a majority upon a certain law even, although they may not accord with it while serving and then should go back to the Locals and fully explain to them what it is.
of this kind will not be any more
for years, this departure in adopt
International Union it is going to
ive more of it, operation,
that this has taken the trouble to carefully con-
the movement for the new "Protocol
and is firmly of the opinion that if it
and properly regulated, safeguarded
able to promote the proper education
among the trade unionists of the
but the great consuming public, it
one of the best things. Representing
International Union it is going to
ful in every possible way. Along with
away from many of the old ideas and
which the trade unionists have been
years, this departure in adopt-
label of this kind will not be any more
than the departure of the International
entering into a Protocol arrange-
the Cloak, Suit and Skirt Manu-

For question, that of a Home and Of-
for the organization, whether
Convention or the Executive Officers pass
of the Ladies' Garment Workers' Union, Organizer Pray ne ad-
follows: 
for the transaction of your business.
for the International
Garment Workers' Union. I hope
will be consummated, and that the
hope of your members will be realized
this city a building ample enough
of the wants and requirements of
Elective Officers, as well as a place
and big gatherings in

the interest of labor may be fostered, it
will be a paying investment, as well as a per-
for representation on your part.

For some time I have been watching with
critically considering the type of building at
difficulty which our people meet with, being
properly provided for in the matter of the
buildings, and have come to the conclusion
that this time has come when your Union
must take up the question of providing proper
restaurants, where your members may not
only be able to get a lunch at a meal of the
best possible quality for the smallest amount
of money, but where the Jewish workers may
get such food as they are accustomed to, and
where the Italian workers may get their food.
An experiment may be started in the highly
populated districts, by opening one or two such
restaurants without the prospect of gaining
any profit. Membership in the Union must be
sufficient to give them the best meal at the
cheapest price. Not only would it supply in time
the wants of the membership in that neighbor
hood, but also the members of other unions.
Not only will this be of great benefit to the
individual members, but to the credit of the
International Union."

Regarding the question of Per Capita Tax,
was a question for them to consider, and
he is not going to tell them their business
other than to say this: In the International
Union to which he belongs, the question of
Per Capita tax created a great deal of dif-
ference of opinion among the delegates and
representative. He found that with a small
Per Capita tax, unionists have had very little
opportunity to promote the best interests and
welfare of the men and women of their par-
ticular industry. The question of Per Capita
Tax is one that must be carefully considered
outside of what anyone may personally think.
It is a bigger question than that of the opinion
of any individual member and must not
be looked upon as affecting any indi-
vidual, but whether it is going to be to the best
interest and welfare of the whole International
Union now, and those who may be part of it
hereafter.

In closing, Organizer Prayne thanked
the delegates for the courtesy of inviting him to
address them. Whatever little help he has
been able to lend their International Union,
has been a great pleasure to him. He has had
the pleasure of seeing their Union grow, not
only in membership and finances, but also,
grow great in ability and development. That is quite satisfactory enough for anything he had done. There are some who say that the A.F. of L. is not interested in its affiliated Locals, especially in those Locals composed of the foreign element. That is not true. The A.F. of L. is not interested in its affiliated Locals, especially in those Locals composed of the foreign element. That is not true. The fact is that every day we are organizing unskilled men and women of foreign-speaking races. “I want to say,” concluded Brother Payne, “that whatever you do here do it with a purpose and object in view that it is not for you alone. Be loyal to yourself and officers. There is no room for petty differences and quarrels in the ranks of organized labor. Again thanking you for your courtesy and wishing you every success, I extend to you the greetings of the American Federation of Labor.”

The President called upon John Mitchell, Second Vice-President of the American Federation of Labor, who said:

Mr. President, Ladies and Gentlemen: At the very outset I desire to thank you for the very cordial greeting you gave me here this morning. When about a year ago the officers of your International Union invited me to attend your Convention which was then about to be held, I found to my sorrow and regret that pressure of work would not permit me to be with you and when this Convention was called I was again invited to say a few words to the delegates, I was glad to accept the opportunity. I am, of course, not familiar with the technique of your trade. I do not understand much about making garments. This being a Convention of Ladies’ Garment Workers I expected that perhaps one-half of the delegates would be ladies. But it is evident that the men are better politicians, since a larger number of them are able to be elected delegates to the Conventions. However, it is not necessary to understand the technique of the various trades, the workers of which comprise the great army of labor that composes the American Federation of Labor. In its fundamental principle, trade unionism is the same everywhere; it is based upon the recognition of the fact that under modern conditions the individual unorganized workman cannot bargain advantageously with the employer for the sale of his labor. Since the working man or woman has little or no money in reserve and must sell his or her labor immediately; since moreover he has no knowl-

edge of the market and no skill in the individual unorganized workman is at an enormous disadvantage. He can be no real and lasting improvement in conditions, until there is firmly and fully established, that in industrial life, the settlement of wages, labor and all conditions of work is made between employers and workers collectively and not between employers and working men individually. Your example reason to recognize this truth, garment workers of America world have suffered much because employers of labor insisted upon bargaining individually with you. During the past years there has developed in the various trades of the United States and parts for the makers of women’s garments a movement of men and women who insist they will no longer sell their labor as individuals, who insist that their labor shall be sold collectively, and if employers are willing to accept labor collectively sold, there must do without it. I hope the day far distant when the members of your union and your union will be able to sell all labor employed in the garment working trades in the United States collectively, at the same time. We have had the same experience trade passed through it, a trade workers men much like the men you represent, true that women do not mine coal, I have in our trade men of every corner of the globe. We undertook the task of organizing these men. It was a tremendous task but I am proud to say that as a result we have succeeded in forming one union one purpose, with a common ideal, more than 400,000 men who mine coal in this country.

Now, ladies and gentlemen, I want to say a few words, regarding women labor. In trade, women do not work, although a few years ago women with babies lived in the dampness of the mines. There are days when some old men and old women are born in the bowels of the earth. In their countries, mothers and sisters go down into mines to work. Fortunately in this country the law makers have become so enlightened that they prohibit the employment of women as miners. Do you know that the law makers are never enlightened except where the earners are organized? I have trent
respect for the law makers who try to improve the conditions of the great mass of people, but I am well aware that there has never been a law enacted for the protection of the people that has not had its inception and been compelled by the organized men and women. I could tell you stories about my trade which would make you startle. For instance, in Alabama, nine men were killed for each one thousand employed, and in Iowa, where mining is as dangerous, one and a half were killed for every 1,000. In New York only one man was killed by accident at the building of a big bridge by union labor. On another bridge, precisely the same in construction, 35 men were killed where non-union labor was employed. It is the difference of the enforcement, no less than law making. Organized labor influences the making and enforcement of laws. Unorganized men have no power to make laws.

It is unfortunate that Society does not seem to feel capable of conducting its industries without the aid of its weaker members. Women are being taken from the home and the burden of civilization falls most heavily upon the shoulders of women. We have become hardened to the fact that in our society, as at present constituted hundreds of thousands of cells are dependent exclusively upon their own resources, are compelled to work undue hours and for beggarly wages; and were it not for the influence of trade unionism, the work that women are compelled to do would prove more demoralizing. Trade Unionism demands that the women be not employed amid surroundings that are a menace to her health. It demands that she should not be employed long hours, it demands and insists that women should receive equal pay with men for equal work. Hardly a day passes without some gentleman or lady coming forth and raising ways against the demand of women for the right to vote. They say that the proper place for the woman is at home and that if she does mix up in politics she will lose her beauty and will lose interest in the home and that she should be the queen of the home. We know that there is no one more afraid that women should be queen of the home than the working man. We would be indeed if our industrial conditions were such that every woman in America could have the protection of a home. These Ladies and gentlemen believe that something awful will happen to the women if they will agitate for equal pay, but they never heve any consideration of the demands that threaten to come down to the men, the shops, and factories. We know that we Americans are regarded by everyone in the world as being a selfish people. They say in Europe that we give no thought to your women so well that you gave no attention to the women of your country that do the men in any other country. You know it sounds like more to the men who know the conditions here. It is true that no man places amusement and social gatherings we do treat the women with great respect in the men bring to other streets, but while we do not enter our Ladies' Aids up the factories. There she is just a hired hand, the combination fares her as little as may be possible. She is put to work as much as she can. Men and women to them are just the same, except that they pay the temperature less than they pay the men. If women were wanted everywhere and men were organized everywhere and if the women had the right to vote, perhaps Dick, Mike and John, and then the trade unionist would have less influence on law making in our country. I do not think that women could make political conditions worse; even if they have the right to vote.

One Trade Union movement is done now for the wage earners of this country. It is not a substitute for any other institution. Just this morning I picked up an old book containing some letters written to Abraham Lincoln by some working men in Ohio. It was a real light to read and read and there a reference to the men of 1837 and the organized labor. I trust that the time will come when men and women of your trade will have to struggle as hard and as wisely as you live in this past. There is good work to be done. Never was a man's heart so full, not yet satisfied; every heart that has reached the goal in your union. You have just made one step in the political progress. My earnest hope is that we will see men in the men and women of the garment trade of America will be giving the best organized and best paid of all workmen in our country.

President Robinson mentioned Mrs. Bartholomew, General Manager of the Women's Dress Manufacturers' Association, who spoke in part as follows:

As a representative of the Manufacturer-
The Ladies' Garment Worker

Association, he had great pleasure of speaking before them this morning, which privilege is unexpected, and he wants to extend to the delegates the greetings of his Association.

He could not help feeling while Mr. Mitchell was talking, what a tremendous change has come over this country and over the entire trade union movement.

He was born in a small town and remembers that when the names of Mr. Mitchell and President Gompers were mentioned, they were associated in the minds of the people with bandits, and in Sunday school they were taught that these men were dangerous people. But now the people have awakened to the fact that there is no other medium in the industrial world through which justice can be obtained, than collective bargaining. He pointed out to them, this big advantage of the Protocol Arrangement. All employers are not bad, perhaps none of them are good, but they are not all bad. Now it was decidedly impossible to do many things a decent citizen would like to have done, because of the great competition he had to meet. The Protocol has made it possible for the men who want to be fair to be fair. Sometimes when a manufacturer wished to do a mean thing he did not hesitate, because he was alone; but now, when he is associated with two hundred or three hundred other manufacturers, he would not dare suggest it. We get under the Protocol collective conscientiousness.

The Protocol Label appeals to him in this one particular. The public has for a long time wanted to know which products are made under humane conditions. There has been no way for any person who steps into a department store to know under what conditions the garments were made, and there is no way of distinguishing which garments are made under humane conditions.

We know that the manufacturers sometime take out a trade mark, but that is a case where the manufacturer is trying to guarantee himself to the public, but the public will not accept it. There are on the other hand a great many people who are opposed to the Union Label, whereas the Protocol white label would represent the Union on one side, the manufacturers on the other and the public on the third side. The manufacturers could not get this label and put it in a garment until it had been certified by the workers through the Union. It is not possible for a manufacturer to give ideal conditions of the competition he must that the public were able to tell what are made under Protocol contain. A White Label, it would give the manufacturers the preference. In both the Dress and Waist Trade, it is provided that when the Protocol does go into effect an increase of one hour and a decrease of one hour in their granted a year after its adoption.

He hoped, therefore, that the would consider very earnestly and the question of the Protocol White Label.

Upon motion agreed that a would be extended to Mr. Bartholomew dress to the delegates.

Upon motion agreed that Dr. Meyer London be invited to part in discussion of the label.

President Rosenberg then read:

To the delegates of the International Garment Workers' Union assembly:

Sisters and Brothers:

The second time in the history of our International Union it has been found to call a special convention to consider the welfare of our National Union and its locals. Thus this Special Convention is, however, different from that of the Special held in October, 1911.

While in 1911 the Cleveland strike reached a crisis, all financial and having been exhausted, and the local Union had sought a way of bringing about the strike, now, in 1913, we meet with our auspices. Our International Union, both financially and morally, is now far stronger than ever before. During the last nine months we have carried through in New York successful strikes in the Waist and Drapery Goods, Wrapper and Kimono Dress trades.

In Boston we have likewise settled with the Cloak and Skirt and Dress Manufacturers, securing a 50 cent wage increase in the winter months and a 49 cent increase in the summer months. For the ladies of that city we have won an eight hour day throughout the year. In all the
New York and Boston, the employees gained substantial increases in their wages and many other improvements. In addition, they have made enormous progress, and the next convention has been called to continue and last the fruits of their victory. It has been decided that our members may enjoy the following points:

The adoption of a Protocol Label which will help us to organize the people working in the trades out of New York, and to abolish these evils from which the workers in these trades now suffer is the prevalence of manufacturers who in their shops evade the conditions established by the Protocol. The only way of coping with this evil is to adopt a label supplied only to those shops absolutely comply with union and sanitary conditions. It is true that the Toronto Convention has decided against a joint label and the manufacturers. Recent events, however, have made it necessary that that decision should be reconsidered.

At the Toronto Convention the Cloak Makers of New York were not favorably disposed towards the idea of a Joint Label. They felt that the idea was in their own strength and voted against the proposition. Now, however, the case is entirely different. At the settlement in the Waist and Dress Industry the manufacturers supplied such a label as a specific provision of the Protocol and we have thought it to be their demand. Furthermore, according to the settlement in the Waist and Dress Industry the manufacturers agreed to demand such a label. Without it, they cannot meet the competition of the Protocolized manufacturers; and the manufacturers of Boston make a similar demand.

In all these circumstances into consideration, the General Executive Board at its quarterly meeting in Philadelphia decided to call for a special convention to discuss this question.

A plan has been brought forward at the convention to raise the per capita tax 10 cents a week, 5 cents for organizing and regular office expenses and 5 cents a week for strike benefit. But as to some delegates this amount was not accepted.

The second point of importance, being the convention is the question of the Per Capita. You will remember the decision of the Toronto convention that strike benefit shall be paid direct by the International Union. The convention, however, made no provision for raising the necessary funds to enable the central office to carry out that decision.

A plan has been brought forward at the convention to raise the per capita tax 10 cents a week, 5 cents for organizing and regular office expenses and 5 cents a week for strike benefit. But as to some delegates this amount was not accepted.

I have discussed this matter with Vice-Presidents Kleinman, who is also the Financial Secretary of the New York Joint Board and has therefore a knowledge of the subject of strike benefit paid by the Cloak and Skirt Makers' Unions. In his opinion a 10 cents a week would be sufficient to pay strike benefit in accordance with certain well defined rules. Our Per Capita Committee therefore came to the conclusion to begin a system of paying strike benefit on a 2% cents extra, or 5 cents per capita, and the General Executive Board submits this plan to this special convention.

Much has been written on the importance of the International Union being the body to pay strike benefit direct from its funds, and it is not necessary to repeat the arguments here. One thing is certain. It the International Union will not be empowered to pay strike benefit direct from its funds, it will be impossible to carry on organizing work outside of New York.

Now that the International Union has grown in numbers far beyond its expectations, it becomes increasingly necessary to establish a system whereby the activity of the International Union shall be concentrated at one point in order to make its work both economical and effective.

In the hope that our delegates will place their local patriotism on one side and act in the interests and for the welfare of the entire Ladies Garment Industry, I remain with fraternal greetings.

ABRAHAM KOSLINBURG, President.
General Secretary-Treasurer states that his report to the convention dealt with two separate and distinct propositions, one pertaining to the Label and the other to the question of Per Capita and he requests that he be permitted to read that part of the brief dealing with the label and to be allowed to read the second part of the brief on Per Capita when the question of the label is disposed of. Upon motion agreed that the request of the General Secretary-Treasurer be granted.

General Secretary-Treasurer then read that part of his report pertaining to the label:

To the Officers and Delegates of the Special Convention, May 1st, 1913, Greetings:

At the last Toronto Convention when the question of adopting a Protocol Label or a Joint Label was discussed, we had in mind only a Joint Label with the Cloak, Suit and Skirt Manufacturers' Protective Association and the proposed label was to go on cloaks, suits and skirts only. The majority of the delegates have for good or bad reasons voted that the International Union should issue its own label only. At that time even the majority of the members of the General Executive Board were opposed to a Protocol Label. Their opinion, however, has undergone a radical change since the signing of the Protocol with the Waist and Dress Manufacturers' Association which made the adoption of a Protocol Label one of the conditions in signing the Protocol. They contended that the Cloak Manufacturers in New York could afford a reduction of hours and a raise in wages which necessitated a corresponding increase in the price per garment, because the cloak trade in New York has little to fear the out-of-town competition; that cloaks could not easily be manufactured in small cities for the nature of the industry requires a manufacturing center, while in the Waist and Dress Industry quite different conditions prevail. In New York the manufacturers of the very highest class of waists and dresses only, enjoy a monopoly and stand no competition with other cities, while the popular line of merchandise can easily be manufactured, and as a matter of fact is manufactured, in almost every city and town in the United States. It is also a comparatively easy matter for a New York manufacturer to move his plant outside of New York and secure all the help he requires where the hours of labor are longer and the price of labor much lower. In fact, the manufacturers in the Waist Line insisted that in the Protocol agreement stipulated that after the Protocol had been in existence for a year, a general increase for both piece and week wages be granted. Under the circumstances the General Executive Board, recognizing the strength of the contention on the part of the Waist and Dress Manufacturers, have stipulated those conditions.

The Board thereupon found it necessary to call a Special Convention for the purpose of requesting the delegates to reverse the decision of the Toronto Convention and ask the International Union to enter into an agreement with any or all of the Manufacturing Associations with whom the International Union has entered into a Protocol Agreement for the purpose of adopting a Joint Label. This does not mean that the General Executive Board intends to go above the heads of the locals interested in the label without considering them or without obtaining their permission for the adoption of a Joint Label. Should the Convention grant the General Executive Board the right to enter into such an agreement with the Manufacturers' Association, it will mean that this label will be adopted only in such trades where our members are interested and upon their request. Should the Joint Board of New York think it unworkable to have such a label, of course the Board will do nothing in the matter. The label will be issued only on such garments where the majority of our members engaged will find it necessary and useful. While I personally would like to see a Protocol Label adopted on cloaks and skirts only, I believe that our people engaged in the Waist, Dress, Wrapper, Kimono and Children's lines of trade. In the great majority of those trades women are engaged in a small number, many of whom are native born.
The Ladies' Garment Worker

1*HE LADIES' GARMENT WORKER

who are not only indifferent but even hostile to unionism. As a result we have about 15 or 20% of the workers in the Waist and Dress trade in the city of New York not organized. The same applies to the White Goods Industry, where about 25% or 30% are outside of the Union and in the Wrapper, Kimono and Children's Dressmakers' industry there are about 50% outside of the Union. The process of unionizing these shops is very difficult indeed, for the reasons stated above, namely, that a large number are native born Americans who are hostile to Unionism, something which is quite unknown in the Cloak Trade. Among the cloakmakers there has never been a hostile element to unionism, very often they were indifferent, but this is not the case with the other industries.

Now all of you are aware that the Protocol is effective only in proportion to the number of shops organized in a particular industry. Everyone realizes that the conditions in the cloakmakers' Locals in New York City would have been quite different from what they are if a half or 25% were outside of Union control. And it is for the interests of such locals that we find a Joint Label an absolute necessity. I know that there are quite a number of delegates among the cloak and skirt makers of New York who are opposed to the Protocol. They may be right in their contention, but they are absolutely wrong if they believe that the White Goods Workers, Wrapper, Kimono, Children's Dressmakers or Waist Makers can also do without it. In those semi-organized trades we have a double problem. There are the shops which are entirely outside the control of the Union and there are the shops which are nominally under the control of the Union. The latter are the Association houses which employ only a small percentage of union people or none at all. Take for instance the white goods trade. There we have important shops where we have not a single member. There are also shops where the majority are non-union and as a result the Union makes no headway.

When we approached the Cotton Goods Manufacturers' Association and told them that by virtue of the agreement they are bound to strengthen the Union, which they can do by using their influence with their work people to join the Union, they informed us that there are a number of firms who are not members of the Association and who are running non-union shops. Those firms are in direct competition with the Association houses and they contend that the Union is quite powerless to help them in this matter. We have recently tried to approach these non-union houses with a view to unionizing their plants, but those manufacturers said "why should we do it, what advantage will we have by unionizing our plants?" It was only after we proposed the label to them that they began to listen to our proposal. Now in the White Goods trade a sanitary label is quite an important matter and the label appeals to the manufacturers and we have become convinced that only through a label will we ever have a chance of reaching such firms. The Cotton Goods Manufacturers' Association claim that if they will bring pressure to bear upon some of their members they will resign from the Association and they asked us what is the Union going to do about it, and to confess, at present we can do nothing. We are experiencing similar troubles, even it not so serious, with the waist manufacturers. Some of them are making plans for moving their factories outside of New York. Some manufacturers claim that should they compel their non-union help to organize they will leave their employment and find employment in non-union shops and they have cited several instances where such has been the case, and the manufacturers have lost their best help which went to work for non-union employers.

It may be said, well, if the International finds the label an absolute necessity, why not try our own label? In reply to this let me say that the Union Label as a general proposition has been a partial success only in a very limited number of trades, while in our trade we have for years done every possible thing to bring this label into the market and it has proved a dead failure. We have a label but it is securely locked up in the General Office and there is no reason to believe that we can do with the label any better in the future than we have done in the past.

I do not know how many of you are aware that it was the idea of a Union Label which brought this International Union into existence. In 1903, when the International Union was organized, the Union Label became quite popular among trade unionists and made considerable headway. A number of International Unions adopted the Union Label and placed
the same on the market and for a time it met
with some success. Our people, having tried
all ways and means for organizing the cloak-
makers, finally came to the conclusion that by
adopting the label they may help to bring our
non-union people into the Organization. But
since a label can only be issued by our Inter-
national Union, a convention was called and
as a result the International Ladies’ Garment
Workers’ Union was organized. Ever since
then we have tried all we possibly could to
make this label popular, but after years of
experimenting we came to the conclusion that
a Union Label on ladies’ garments is a dead pro-
position. Apart from the ordinary difficulties
which every union experiences, namely, the
small number of trade unionists who will in-
sist upon purchasing goods bearing the union
label, and in our Industry we are dealing
with the wives and daughters of trade union-
ists, we found another obstacle, namely, the
manufacturers claim that the moment they will
place our label on their garments the value of
their products will decrease instead of increas-
ing, for in the minds of some merchants a
union article means necessarily an inferior
article. In many trades large manufacturers
whose names have a standing among buyers,
will adopt no label and it is only the smaller
and inferior concerns which cater to the work-
ning class, where the label is used. The middle
class of those who cater to the better class
of trade will have nothing to do with unionism
or union labels. While admitting that the
Protocol Label may not increase the number
of people among the trade unionists who will
insist upon the label, yet it will appeal to the
buyers for two reasons. Most of the mem-
bers of the Manufacturers’ Association are
the leaders in the industry to which they be-
long. In the Waist and Dress Industry there
are a very few firms of any prominence which
do not belong to the Association. It is the
Floersheimer, Heinindinger, Getz, Max Held,
Rosenthal, Rosenberg and Milman, each one of
them leaders of their particular branch, who
are members of that Association, and the
adoption of a Protocol Label will appeal to
the buyers and to owners of department stores;
for a Protocol Label means goods manufac-
tured by the leading firms in the industry; so
that buyers will be anxious to have the gar-
ments which bear the stamp of the leading
houses in the trade. Besides, this label will
also bear the certification of the Joint Board
of Sanitary Control and will appeal as a
part of the purchasing public which is un-
ferrant or even hostile to trade unions;
true, as the trade unionists contend, a
Union Label also guarantees sanitation. This
may be the case, but the public does not look upon a union made
a sanitary article and the same does not
mean to them: for it is associated with a
closed shop and other union restrictions
so many people do not like. We have
been given to understand by the Gom
League that they are willing to
their label on those garments on all
Protocol Label will be attached and
will also give us their endorsement
that the label of the Consumers’ League
popular, probably, never will be, but with
this label is to be found you can be
highest class goods which are carried
in catering to the upper classes and its
dendorsement will help us a good deal in
class of buyers and consumers.
We can also make stipulations that
will be given to any house unless they
deploy say 90% or 95% union people to
compel such firms as Bihil, Welf,
and Martin, of the Cotton Goods Mau-
turers’ Association, who employ so
or very few union people, to unionize
plants and the same applies to the Waist
and Dress Manufacturers. This appears
only way we can bring pressure to
such manufacturers to unionize their

At the Toronto Convention I was
to get the Protocol Label, because
were engaged in a fight with the Cloak Manufacturers, and the committee
were out agitating against Cleveland
the Middle Western States informed
this work is ineffective and could only
effective when a label is adopted.
Cleveland situation has been pushed
background. We are not as much in
now in that city as we were then. In
question of maintaining our price
New York in these industries which
recently unionized has become very acute
less we can find ways and means of
the position of the Union, we
backward instead of forward.
We have no objection to
trade or each Local to push its own
but the American Trade Union M
will stand for no label issued by a
Union or a Joint Board. The only label they will endorse is that of an International Union or a Joint Board. We therefore cannot make any move in that direction until this convention will reverse its former decision and give the General Executive Board the right to enter into an agreement with the Manufacturers for a Joint Label. Of course, the control of such a label will have to be left to the Joint Boards or Locals, but it must bear the stamp of the International Union.

I am afraid that we are in such a position now, that should this Convention maintain its former attitude and refuse to adopt a joint label with any of the Manufacturers' Associations, the Protocol in the Waist Trade, where the Union is none too strong may be jeopardized and besides that, we will become the laughing stock of the whole country. In the next issue of *Mussey's Magazine* there will appear the first of a series of articles on the "Protocol," where reference will be made to the label. An article will also appear in the *Delineator*, one of the most widely read magazines among women in this country, about the recent strikes where the label will be explained and popularized. The intelligent American public have taken this matter up and should this proposition of the label be turned down, the Protocol will look ridiculous in the eyes of the American Public.

Those of the delegates who were in touch with the situation soon after the Toronto Convention will remember the strained relations of the Manufacturers' Protective Association and the Joint Board of the Cloak and Skirt Makers' Locals of New York, due to the fact that the Manufacturers' Association took umbrage at the vote of the Convention against the Protocol Label, for they looked upon it as a vote against the Protocol. They saw in this vote an expression of distrust and dislike to the Protocol Arrangement. A repetition of such a vote at this convention will be interpreted by the manufacturers in the same manner. While the manufacturers' Locals of New York City cannot be treated with the opinions or feelings of the manufacturers with indifference, this is the case with the other locals which have recently entered into Protocol arrangements. There is quite an influential element in several of the Manufacturers' Associations who have recently entered into an agreement with the International Union that is sore over the whole arrangement and would like to back out of it. A reverse vote at this convention on the question of the Label will strengthen the influence of this element in the Association and this may cause a good deal of trouble to the members of the Locals. For this reason it is absolutely essential that the Convention should vote for a Joint Label, so as to strengthen the position of the Locals with these manufacturers with whom they have recently entered into an agreement.

I therefore hope and trust that this Special Convention will go on record as allowing the International Union to enter into an agreement with the Manufacturers' Association with whom we have entered into a Protocol arrangement, for a Joint Label.

Moved and seconded that the report of the General Secretary-Treasurer be accepted and acted upon. Carried.

The following letter was then read:

May 20th, 1913

To the Delegates of the Special Convention.

I. L. G. W. U., Toronto.

We herewith extend a cordial invitation to all delegates here present to participate in the celebration of our recent victorious general strike, at our full dress and civic ball, which will take place May third at Laurier Hall, 14th Street and 3rd Avenue.

We are very glad indeed that the happy incident of a "Ladies' Garment Workers' Convention" and a Wrapper Makers' Festival taking place at the same time, and with a hearty welcome expect to see you all at our full dress and civic ball.

Trusting that you will spare the honor of your presence, we remain,

Fraternally yours,

WALTER, RAMOS & HORSE DRESS MAKERS' UNION LOCAL NO. 41

Upon motion a vote of thanks was extended to Local No. 41 for the banquet and entertainment they provided for the delegates to the Convention.

The following telegram was read:

May 2nd, 1913

To the Delegates of the I. L. G. W. U. Special Convention, Radford Hall, Getty Square, Yonkers, N. Y.

Accept the heartiest congratulations from officers and members of Local No. 48.
York. Use your best judgment in all questions for the benefit of all the members of the I. L. G. W. U.

J. L. BANACH, Secretary, Local No. 38

FRIDAY, MAY 2—Afternoon Session


Brother Leader for the Committee appointed by the Cloak & Skirt Makers’ Building Association, asked the support of the Convention to carry out the plan of building a Home for the ladies’ garment workers of New York.

Referred to the General Executive Board.

Delegate Ninio for the Credential Committee recommends the seating of A. Gerchikoff in place of Abe Scherrer. The Committee further recommends that Brother Chanscr, of Local No. 11, should not be seated because he did not conduct himself as a Union man during the Bridgeport Strike.

After considerable discussion in which Delegates Polakoff, Martin and Chanscr participated, the report of the Committee was accepted.

THE PROPOSED PROTOCOL LABEL

A motion to reconsider the decision of the Toronto Convention in reference to the Protocol Label having been carried, a general discussion ensued in which the following delegates participated: Halpern, Baroff, Polakoff and Wishniak spoke in favor, and Cursi and Aslip spoke against a specific Protocol Label.

The President introduced Mr. Henry Moskovitz, Secretary of the Joint Board of Sanitary Control, who said:

I deem it an honor to be asked to address this Convention. I do not want to talk about the Protocol Label, because I believe you are competent to decide whether we are to have that Label. If you decide to have a label we will carry out your orders. We cannot do anything without you and I do not think it is wise or proper for me as Secretary of the Board and as your servant to say anything about it. If you do decide in favor of it we will do all we can to make it a success. If you decide against it we will do nothing at all. There is the beauty of being a member of the Joint Board of Sanitary Control, for we will do exactly as you say. I thank you for the privilege of addressing you and I hope I shall have the privilege of calling myself one of you for a great many years to come.

President Rosenberg called upon Dr. London, who said:

It is not my intention to speak about the label. I came here because you invited me to come. I regard that as a rare privilege and I appreciate the compliment. I have no desire here to plead with you to adopt the label. Of course I have my own views on the subject and you have to listen to your leaders. But it is true that there is a great many disadvantages for manufacturers, but I am not here to judge it one way or the other. I have no desire here to thank you for the compliment paid me.

President Rosenberg called upon Mr. Cohen, Attorney for the Cloak, Suit and Coat Manufacturers’ Protective Association, who said:

I suppose some of you feel like the five-year-old boy who went to visit his mother and he did not quite understand how the old lady was his grandmother. He said, “How are you my grandmother?” She said, “I am your grandmother on your father’s side.” He replied, “You are bad, you better get on mother’s side.” I am certain that most of you think that I am on the wrong side, that I ought to get on the other side, but as long as you have a monopoly of all the work on the side of the Union, how can I—or anybody else—stand a chance.

I do not intend to talk to you about the label. I came here because you invited me to come. I regard that as a rare privilege and I appreciate the compliment. I have no desire here to plead with you to adopt the label. Of course I have my own view on the subject, but I have to listen to your leaders. You have to see a great many disadvantages for manufacturers, but I am not here to judge it one way or the other. I have no desire here to thank you for the compliment paid me.
label. I want to listen to the opinions of all who are concerned directly and I do not intend to speak until I have heard you. While I consider myself a modest man I am occupying to some extent the position of an old recognized general and generalship is one of the rules to let all of the supporting officers express their opinions first and after the general has ascertained where the wind blows and what the majority intends to do, then he wisely declares what his judgment is. I am going to act that part of the general today. It is rather interesting that we do invite the capitalist class and I hope the day will come when the National Convention of the Manufacturers' Association will invite a representative of the Socialist Party to tell them what a bunch they are.

I look upon the Protocol as an agreement between two ever contending, hostile camps, between two armies opposing each other. It will be a sad day and a sad moment when they will forget that they must always keep their powder dry to be ready to fight when necessary. That is why, I, as a Socialist, fight for the Protocol and that is why Rose Pastor Stokes fails to understand its significance. Under this agreement we are in a position to make our ranks more intelligent, stronger and spend as little energy as possible and gain as much as possible. The Protocol can only continue when the two opposite forces are of about equal strength. As soon as one becomes stronger than the other then that is the end given by us this Saturday evening at Tammany Hall, May 3rd.

Continuing the debate delegates Mitchell, Schorlin, Zimmerman, Sigman and Cohen spoke in favor of the Protocol Label and Delegate Solovioff spoke against it.

The session adjourned until next morning.

SATURDAY, MAY 8—Morning Session


The following telegrams were read.

Newark, N. J., May 2nd, 1913

I. L. G. W. U. Special Convention.

Radford Hall, Yonkers, N. Y.

Accept our heartiest congratulations on special Convention. May your good decisions bring hope and enthusiasm into the rank and file.

LADIES' TAILORS & CLOAK MAKERS' UNION, LOCAL N& 20.

New York, May 2nd, 1913

Special Convention, I. L. G. W. U.

Radford Hall, Yonkers, N. Y., Greeting.

The Executive Board, on behalf of its forty-five thousand members send its congratulations and best wishes for success and progress in your work.

WORKMEN'S CIRCLE, J. WEINTRAUB, S.C.

New York City, May 3rd, 1913.

Mr. John A. Dyche, Secretary, I. L. G. W. U.

Go forward with your work for the improvement of conditions of all ladies' garment workers with success in all your deliberations.

CLOAK & SUIT TAILORS' UNION, LOCAL No. 4.

New York, N. Y., May 3rd, 1913

Special Convention, I. L. G. W. U.

Radford Hall, Getty Sq., Yonkers, N. Y.

We, the Executive Board of the Wrapper and Kimono Workers' Union, feel ever so grateful for your acceptance to attend the ball given by us this Saturday evening at Tammany Hall, May 3rd.

Respectfully yours,

WRAPPER & KIMONO WORKERS' UNION,

Executive Board of Local No. 4.

Chicago, III., May 3th, 1913

Special Convention, I. L. G. W. U.

Radford Hall, Getty Sq., Yonkers, N. Y.

Mr. President and Delegates: I wish to report great success in solving the very important problems for the International Union.

H. STRESSER, Local No. 76.

Continuing the discussion on the label, delegates Epstein, Andur, Feit and Halpern spoke in favor and Goldstein, Ringer, Metz and Axelrod against.

President Rosenberg introduced Florence Kelly of the Consumers' League, who said in part:
I am sent here by a vote of the Annual Meeting of the National Consumers' League to appeal to the International Ladies' Garment Workers' Union to give us a label so that we may know whether we are buying union goods or whether we are not buying union goods. We have for a good many years been offered a good many kinds of labels that have not stood for what they said they stood for. Now I wish to say that after 15 years I am heartily sick of labels which stand for sanitary conditions. If we are to buy goods with labels on, we want to know that the conditions are satisfactory to the people who do the work with their hands. Now, every woman who wears garments that she does not make herself owes a debt of gratitude to the people who have built up this Union. It is to this International Union that we owe it if we are buying less scarlet fever and less of other kinds of disease. We want a label that is going to be worth taking trouble—a label that will represent the real union wage, a real working day; because we know that nothing is so important to health than that people should have enough money to live on, that they should have a decent working day and regular rest.

Upon motion a vote of thanks was accorded to Mrs. Florence Kelly for her address.

The President called upon Dr. Hourwich, Chairman of the Committee of Mediation and Arbitration of the Cloak and Skirt Makers' Unions, who said:

In theory I do not see how anybody can be opposed to the proposed label. We are in this way certainly gaining a very important point. If the label is proclaimed before the country as a guarantee of sanitary conditions, you naturally enhance the value of the garment. That will certainly strengthen the Union and moreover, it will enable the Union to demand better wages. For this reason I believe in the label. But you must know that some very beautiful principles are very often set at nought in practice. It is very easy to provide rules for the issuance of the label, because if the manufacturers do not comply with the terms under which the label is issued, the label would be denied him. It is not, however, so easy to ensure the observance of rules and conditions after you have granted the label. We know that for the last two and a half years the cloak makers have had about 6,000 petty differences with the manufacturers. Now this is quite a good deal. Some different and some were serious. The most serious we have to meet is the question of work. Under the Protocol it is to go to the people and tell them to work, otherwise, we can do the work. In some cases the differences have not as yet worked out a satisfactory speed of settlement of disputes, other benefits that we derive from the Protocol and we are willing to take the experiences hoping that we might have some prove conditions. Still it is one thing by the agreement; a label, however, sort of medal given to the manufacturers union conditions prevail in his thing everything is all right. Take for example the firm of Jaffe & Katz who joined manufacturers' Association over a year ago. At that time there were 57 complaints against that firm. Out of these 57, thirty were decided in favor of the Union and twenty-one were technically upheld. Fifty-seven complaints mean that in two weeks there has been a strike in the place. We are forced to act as a scab agency, for we cannot push the work. Now, that is bad enough, suppose we give that shop a label? We have our rules for the issuance of a label in a way that if there is any dispute, we have the power to suspend the firm like Jaffe & Katz. That is important thing and unless suitable conditions are made we will simply be giving manufacturers another weapon. The Protocol is a good thing, we have to serve it; in fact the manufacturers want it because it prevents strikes. But any privileges to them unless we can use the label to the advantage of the Union. I want the label introduced properly introduced it will strengthen you. You here or the General Board must consider the matter. Public opinion will at once prove itself in favor of the label under proper guards.
President Rosenberg, winding up the debate, gave a part as follows:

1. President Gompers attended a recent meeting in New York, all those who spoke in favor of the label then are today in favor of it. I then said that the time was not ripe, but I believe one is entitled to change his mind when he finds that he is wrong. Local No. 38, the strongest opponents of the label, when they undertook a General Strike with independent manufacturers they lost it, the same as Local No. 38 did three years ago. But the Waist Makers, Local No. 25, realize now that they made a mistake. Local No. 38 does not realize it yet.

Dr. Hourwich is of the opinion that the label is a good thing, provided it is managed and safeguarded. Dr. Hourwich is a member of the Joint Board of Sanitary Control, and should the label have to be considered by this body, he will be on the spot, likewise will be Meyer London.

Some years ago we spent a good deal of money upon a co-operative store where we manufactured cloaks bearing the Union Label. We employed only three or four people, and the result of this enterprise was a failure. We went from one Socialist society to another, from one union to another, but with no result. The radical element did not patronize us. We must depend upon the general public, and in that case a Union Label is not guaranteed. Now, as mentioned before, the question to be considered is either to accept the label or repudiate it. Let our friend, Meyer London, organize the waist makers without the representatives of the Union, and without the help of the employers. He tried to organize the cloak makers, but the people did not listen to him.

I add the General Executive Board be empowered to work out a plan, I believe that it will meet with the approval of all, for we will see that the label is safeguarded, well protected and so arranged that it will be also to the advantage of the Union.

Moved and seconded that the General Executive Board be empowered to issue a Joint Label with any of the Manufacturers' Associations with whom the International Union entered into a Protocol arrangement, upon the request of the Locals interested.
improving the position of our members by trying to enhance the value of the products of the articles they produce, from which the manufacturers as well as the members will be equally benefited. The question of the increased Per Capita to 5 cents half of which is to be devoted to a central Defense or Strike Fund, is purely a war measure. For we believe that in order to improve our position we cannot rely on methods of peace only, we must see that our position is so strong that in case peaceful means fail, we should be ready at any moment to declare war whenever we find it necessary. We must be a militant body, but our militancy should not consist in high sounding phrases, war talk and strong language; for this is in reality a sign of weakness. A strong organization is one which has no need for using harsh or violent language but is strong in its resources and discipline and is so well organized that the employers know without having to be told that the Organization is in a position to wage war successfully whenever it finds it necessary. In order to do that a Central Strike Fund is absolutely necessary.

The joint label proposition is purely an experimental idea, it has not yet been tried by any organization, but a Central Defense Fund is almost a universal method adopted by all important labor organizations in this and other countries where trade unionism has been a success. There is nothing new in it. It is as old as unionism itself.

At the Boston Convention of 1910 when the question of Per Capita was discussed, the proposition was then for an 8 cents Per Capita. There was then a unanimous consent among the cloak makers' delegates, both of New York and elsewhere that such a Per Capita is absolutely necessary for our Organization to give it the strength and stability which only a General Strike Fund is able to do. The opposition mainly came from Delegate Haiman of Local No. 25 and from Chas. Fromer who represented Local No. 15. Both of them stated that in principle they are for an increased Per Capita, and that 8 cents is not too high, but they pleaded that the waist makers' Locals, as well as the other locals where women are engaged, were in a precarious condition, leading a hand to mouth existence and that an 8 cents Per Capita, which amounts to more than half of their weekly dues, would destroy their Organization; for they could not exist upon any of 7 cents per week and they are disposed to raise their dues.

At the last Toronto Convention of New York delegates of the cloak makers' their attitude and the great majority voted against an increased Per Capita, understand now that a number of Local instructed their delegates to vote five cents Per Capita at this Special Convention. I have turned over in my mind possible reason why some of the delegates who were in favor of an increased Per Capita in 1910 should now be to a 5 cents Per Capita. The opposition I can see is that in June 1910, the New York Local were weak and needed the strong whole International Union and now they are strong they can do without the combination of the rest of the because they are now rich and powerful to maintain their own position, they come indifferent to the needs of the locals.

It is true that the New York Local are very progressive. Only 8 cents they have been participating in the May Demonstration, thus proclaiming the world their solidarity with the toil of all the world over, from the land of Tokio to the street sweeper of Toronto when it is a question of uniting with the of the same trade in nearby cities how find it a problem so difficult to overcome. It has been said that the reason General Executive Board is to increase the Per Capita is because to increase the power of the General Let me assure the delegates that it is entirely erroneous impression. The General Office is not looking for more work, it already has enough work on hand, it looking for more responsibility. Personally I would have no idea a general strike fund should be administered by other bodies than the General Office. I do, however, firmly it is for the interest of the whole, especially for the smaller locals. Central Strike Fund. Some of our members are under the impression that any moment such a strike fund will be introduced the General Executive Board will begin
There was a series of strikes out of town and spend their money on such locals. The General Executive Board is not looking for strikes, for it has never called any strikes. In Cleveland and New York and other cities the General Executive Board gave their sanction and helped the locals conduct those strikes only upon repeated requests. The only one strike in which the members of the Board took the initiative was the big General Strike in the Coat and Skirt trade in New York and even there they took the initiative not as General Executive Board members but as members of their own local unions who wanted to see their trades organized and the working conditions improved. In the rest of the strikes the General Executive Board has always tried to very utmost to keep the locals away from strikes and kept on postponing them until they were convinced that they could not be postponed any longer. Whether we will have a Central Strike Fund or not, the New York Cloak Makers' delegates must bear in mind that whenever there will be a necessity for a strike in or out of New York, whether they like it or not, they will do as they have done in Cleveland and contribute liberally to help those people to win such strikes. There is no reason to believe that the General Executive Board is more anxious to help the out-of-town locals than the New York locals, or that we would spend more money on strikes out of New York than in New York City. In New York City we have about 100,000 members while out of town our membership amounts to about ten thousand (10,000), so that the correspondingly proportionate number of strikes in New York must necessarily be larger and therefore the amount of money which will be spent out of New York must necessarily be ten times smaller than in New York City.

There is now before us a strike in Philadelphia. The Philadelphia Cloak Makers are clamoring for it and no one will deny that this is for the interest of the cloak makers and skirt makers in New York that the conditions in Philadelphia should be improved; but Philadelphia should cease to be such a dangerous competitor in this city. When a strike will be called and should the fight be a long one, the New York locals will have to aid Philadelphia what they have done in Cleveland and the same will hold true with other cities. They will have to contribute liberally to help the same in a battle as they have done before. Now the question arises, what amount should this contribution be? Should it be the same amount as was in Cleveland, namely, appeal to voluntary contributions in the locals and let each local contribute as much as it feels inclined, should it depend upon the impulse, mood and caprice of the Executive Board of each local union, or shall it be done systematically, scientifically, methodically, by levying a permanent tax of 2½ cents Per Capita per week and let every member contribute to it equally? There can only be two ways of supporting a local union on strike. Either through a regular weekly contribution or through voluntary donations. My contention is that the regular weekly contribution is far more just, more systematic, but also more economical even for the larger locals and in the long run they will be better off. I will here take the liberty to quote a few lines of my report to the last convention bearing on this subject:

"With a membership of about 70,000 in good standing and with over a quarter of a million dollars in the treasury of the various local unions, the General Executive Board yielded to the pressure of our New York members and the clamor of the locals in Cleveland and called a strike on that City last June."

"It did not take us long, however, to ascertain that the leaders of the strike were in the position of generals, who were 300 miles away from the base of supplies and had to depend upon their resources to conduct this battle upon the caprice and good will of a few secretaries and Executive Boards of the large New York locals.

"It is true that we received over $100,000 for that strike, but it came in such a way and in such manner that it disheartened and demoralized our people in Cleveland and exposed our weakness to the manufacturers. After the $100,000 the International Union had in its treasury was exhausted, we had to go begging from local to local each week for money. The difficulty in obtaining the money was not due to the fact that the locals were unwilling to contribute, but because each local was under the impression that they were contributing more than the others. The result was that instead of concentrating all
of our time and energies in Cleveland, we had to devote our time and energies to going from city to city convincing the secretaries and Executive Boards of each local that the other locals were giving an equal amount.

"Even after the Local Executive Boards decided to donate weekly a specific amount, the collection of those amounts were never made in time and depended upon the caprice and good will of the secretaries and treasurers of the locals. Thus, for instance, during the time of the General Strike of the Ladies' Tailors, Local No. 38, I passed a remark at the Joint Board to the effect that a certain local had no right over a certain branch of the trade over which it claimed jurisdiction. The next day when I came to collect the amount due, I was given one-half of the amount decided upon. Then the secretaries of the other locals followed suit. This was done without warning or giving me any notice.

"I finally got the original amount voted upon, but I received it five days later and half of the strikers had to wait a week for their strike pay. On another occasion it was reported by one of the members of the Executive Board of a certain local, that President Rosenberg in a speech somewhere having made some uncomplimentary remarks on the conduct of the Executive Board of this Local, he therefore issued an order to the secretary to stop the supplies. 'If you will not see that our Local will get what it wants, you will get no money for your Cleveland Strike,' said an Executive Board member to me on one occasion.

"Thus we were at the mercy of people who have no sense of responsibility and to whom personal squabbles were of greater importance than the issue of this national struggle.

"Now, it is not that our secretaries or Local Executive Board members are worse than the average trade union official. I do not know whether other people would act differently. It is quite natural that people who are entrusted with the funds of an organization should be slow in parting with them.

"Much worse than the lack of funds has been the raising of funds by appealing through the press, the chamber in the newspapers about the starvation of the people and the starvation of the people in Cleveland manufacturers to the strike. The result was that we instructed the people to return to work, the season was practically over, manufacturers had no work for a close calculation of the money raised in Cleveland from various sources showed that the press appeal realized resources a little over $1,000, while collections in New York City at Cloak and Skirt Makers amount to payment of 8 cents per member.

"When we take into consideration that in certain shops the money raised was taxed fifty and seventy-five cents and in some instances as much as one dollar, we must admit that the great majority of Cloak Makers in the city of New York did not contribute one cent to that strike.

"Thus, while in one class of people were overtaxed, others were not taxed at all.

"No one can doubt for one moment if an extra assessment of 15 cents had been levied, that the officers of dragging every cent from with constant delay in the payment have been in a position to transfer the at one time to Cleveland, and if it had not been made, the strike would have won and our Organization moved strengthened not only in Cleveland in New York and every other United States."

It has been contended that an increase of 2½ cents per capita must necessarily tell a raise in the present weekly, the locals cannot afford to increase Capita without raising their dues. The following table will show:

<table>
<thead>
<tr>
<th>Capita per Week</th>
<th>Total Collections</th>
</tr>
</thead>
<tbody>
<tr>
<td>2½ cents</td>
<td>$3,000</td>
</tr>
<tr>
<td>3 cents</td>
<td>$3,600</td>
</tr>
<tr>
<td>3½ cents</td>
<td>$4,200</td>
</tr>
<tr>
<td>4 cents</td>
<td>$4,800</td>
</tr>
<tr>
<td>4½ cents</td>
<td>$5,400</td>
</tr>
<tr>
<td>5 cents</td>
<td>$6,000</td>
</tr>
</tbody>
</table>

"It is hereby resolved that an increase of 2½ cents per capita be made in the present week..."
<table>
<thead>
<tr>
<th>Occupation</th>
<th>City</th>
<th>Total Per Capita in General Office From May to Oct</th>
<th>Donated to Strike Fund</th>
<th>Difference in Per $</th>
<th>Per $ Increase (or Decrease)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cloak Operators, New York</td>
<td>New York</td>
<td>$2,370.00</td>
<td>$1,430.00</td>
<td>$940.00</td>
<td>40%</td>
</tr>
<tr>
<td>Cloak &amp; Skirt, Philadelphia</td>
<td>Philadelphia</td>
<td>2,100.00</td>
<td>1,088.80</td>
<td>1,011.20</td>
<td>48%</td>
</tr>
<tr>
<td>Cloak Makers, Baltimore</td>
<td>Baltimore</td>
<td>480.00</td>
<td>500.00</td>
<td>20.00</td>
<td>5%</td>
</tr>
<tr>
<td>Cloak Makers, San Francisco</td>
<td>San Francisco</td>
<td>480.20</td>
<td>152.00</td>
<td>328.20</td>
<td>68%</td>
</tr>
<tr>
<td>Cloak Tailors, New York</td>
<td>New York</td>
<td>31,300.00</td>
<td>26,800.00</td>
<td>4,500.00</td>
<td>18%</td>
</tr>
<tr>
<td>Cutters, New York</td>
<td>New York</td>
<td>5,635.70</td>
<td>4,700.00</td>
<td>935.70</td>
<td>17%</td>
</tr>
<tr>
<td>Cloak Makers, Brownsville</td>
<td>Brownsville</td>
<td>4,792.50</td>
<td>4,700.00</td>
<td>92.50</td>
<td>2%</td>
</tr>
<tr>
<td>Pressers, Boston</td>
<td>Boston</td>
<td>2,900.00</td>
<td>2,350.00</td>
<td>550.00</td>
<td>23%</td>
</tr>
<tr>
<td>Pressers, Montreal</td>
<td>Montreal</td>
<td>2,410.00</td>
<td>2,800.00</td>
<td>390.00</td>
<td>16%</td>
</tr>
<tr>
<td>Cloak Makers, Toronto</td>
<td>Toronto</td>
<td>852.50</td>
<td>980.00</td>
<td>127.50</td>
<td>13%</td>
</tr>
<tr>
<td>Waist Makers, Philadelphia</td>
<td>Philadelphia</td>
<td>385.00</td>
<td>300.00</td>
<td>85.00</td>
<td>28%</td>
</tr>
<tr>
<td>Cutters, St. Louis</td>
<td>St. Louis</td>
<td>55.00</td>
<td>55.00</td>
<td>0.00</td>
<td>0%</td>
</tr>
<tr>
<td>Reefer Makers, New York</td>
<td>New York</td>
<td>7,150.00</td>
<td>4,240.00</td>
<td>2,910.00</td>
<td>41%</td>
</tr>
<tr>
<td>Cutters, Montreal</td>
<td>Montreal</td>
<td>1,430.00</td>
<td>2,800.00</td>
<td>1,370.00</td>
<td>49%</td>
</tr>
<tr>
<td>Raincoat Makers, New York</td>
<td>New York</td>
<td>8,450.00</td>
<td>5,000.00</td>
<td>3,450.00</td>
<td>69%</td>
</tr>
<tr>
<td>Ladies' Tailors, New York</td>
<td>New York</td>
<td>7,875.00</td>
<td>7,500.00</td>
<td>375.00</td>
<td>5%</td>
</tr>
<tr>
<td>L. G. W., New Haven</td>
<td>New Haven</td>
<td>150.00</td>
<td>150.00</td>
<td>0.00</td>
<td>0%</td>
</tr>
<tr>
<td>Skirt Makers, New York</td>
<td>New York</td>
<td>3,125.00</td>
<td>2,630.00</td>
<td>495.00</td>
<td>16%</td>
</tr>
<tr>
<td>Waist Makers, New York</td>
<td>New York</td>
<td>10,150.00</td>
<td>3,000.00</td>
<td>7,150.00</td>
<td>71%</td>
</tr>
<tr>
<td>Ladies' Tailors, Albany</td>
<td>Albany</td>
<td>50.00</td>
<td>50.00</td>
<td>0.00</td>
<td>0%</td>
</tr>
<tr>
<td>Underwear Workers, Peekskill</td>
<td>Peekskill</td>
<td>100.00</td>
<td>50.00</td>
<td>50.00</td>
<td>50%</td>
</tr>
<tr>
<td>Ladies’ Tailors, Atlantic City</td>
<td>Atlantic City</td>
<td>20.00</td>
<td>50.00</td>
<td>30.00</td>
<td>60%</td>
</tr>
<tr>
<td>Ladies’ Tailors, Baltimore</td>
<td>Baltimore</td>
<td>140.00</td>
<td>4,200.00</td>
<td>3,760.00</td>
<td>89%</td>
</tr>
<tr>
<td>Pressers, New York</td>
<td>New York</td>
<td>17,410.00</td>
<td>2,570.00</td>
<td>14,840.00</td>
<td>88%</td>
</tr>
<tr>
<td>Ladies’ Tailors, Boston</td>
<td>Boston</td>
<td>1,800.00</td>
<td>250.00</td>
<td>1,550.00</td>
<td>83%</td>
</tr>
<tr>
<td>Ladies’ Tailors, New York</td>
<td>New York</td>
<td>4,100.00</td>
<td>2,800.00</td>
<td>1,300.00</td>
<td>31%</td>
</tr>
<tr>
<td>Wrapper Makers, New York</td>
<td>New York</td>
<td>412.00</td>
<td>230.00</td>
<td>182.00</td>
<td>79%</td>
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<tr>
<td>Ladies’ Tailors, Philadelphia</td>
<td>Philadelphia</td>
<td>1,275.00</td>
<td>1,200.00</td>
<td>75.00</td>
<td>6%</td>
</tr>
<tr>
<td>Cloak Makers, Chicago</td>
<td>Chicago</td>
<td>375.50</td>
<td>100.00</td>
<td>275.50</td>
<td>91%</td>
</tr>
<tr>
<td>Ladies' Tailors, Denver</td>
<td>Denver</td>
<td>14.20</td>
<td>10.00</td>
<td>4.20</td>
<td>42%</td>
</tr>
<tr>
<td>Waist Makers, Boston</td>
<td>Boston</td>
<td>84.20</td>
<td>80.00</td>
<td>4.20</td>
<td>5%</td>
</tr>
<tr>
<td>Ladies’ Tailors, Los Angeles</td>
<td>Los Angeles</td>
<td>94.20</td>
<td>7.50</td>
<td>86.70</td>
<td>92%</td>
</tr>
<tr>
<td>Cutters, Philadelphia</td>
<td>Philadelphia</td>
<td>144.00</td>
<td>100.00</td>
<td>44.00</td>
<td>38%</td>
</tr>
<tr>
<td>Cloak Makers, Boston</td>
<td>Boston</td>
<td>1,255.00</td>
<td>107.00</td>
<td>1,148.00</td>
<td>91%</td>
</tr>
<tr>
<td>Ladies’ Tailors, Troy</td>
<td>Troy</td>
<td>48.00</td>
<td>3.00</td>
<td>45.00</td>
<td>90%</td>
</tr>
<tr>
<td>Pressers, Montreal</td>
<td>Montreal</td>
<td>70.00</td>
<td>3,000.00</td>
<td>2,930.00</td>
<td>97%</td>
</tr>
<tr>
<td>Ladies’ Tailors, Norwich</td>
<td>Norwich</td>
<td>300.00</td>
<td>150.00</td>
<td>150.00</td>
<td>100%</td>
</tr>
<tr>
<td>White Goods Workers, New York</td>
<td>New York</td>
<td>1,550.00</td>
<td>1,550.00</td>
<td>0.00</td>
<td>0%</td>
</tr>
<tr>
<td>Buttonhole Makers, New York</td>
<td>New York</td>
<td>375.00</td>
<td>1,880.00</td>
<td>1,505.00</td>
<td>81%</td>
</tr>
<tr>
<td>Cloak Makers, Toledo</td>
<td>Toledo</td>
<td>375.00</td>
<td>1,880.00</td>
<td>1,505.00</td>
<td>81%</td>
</tr>
<tr>
<td>Pressers, Brownsville</td>
<td>Brownsville</td>
<td>885.00</td>
<td>745.00</td>
<td>140.00</td>
<td>17%</td>
</tr>
<tr>
<td>Finchers, Philadelphia</td>
<td>Philadelphia</td>
<td>283.00</td>
<td>99.00</td>
<td>184.00</td>
<td>65%</td>
</tr>
<tr>
<td>Ladies’ Tailors, Chicago</td>
<td>Chicago</td>
<td>480.00</td>
<td>488.00</td>
<td>8.00</td>
<td>0%</td>
</tr>
<tr>
<td>Pressers, Brownsville</td>
<td>Brownsville</td>
<td>314.00</td>
<td>235.00</td>
<td>79.00</td>
<td>26%</td>
</tr>
<tr>
<td>Cutters, Boston</td>
<td>Boston</td>
<td>115.00</td>
<td>115.00</td>
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<tr>
<td>Cloak Makers, Worcester</td>
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<td>28.70</td>
<td>17.00</td>
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<td>235.00</td>
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</tr>
<tr>
<td>Ladies’ Tailors, Bridgeport</td>
<td>Bridgeport</td>
<td>32.00</td>
<td>32.00</td>
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<td>0%</td>
</tr>
<tr>
<td>Buttonhole Makers, New York</td>
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<td>745.00</td>
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<tr>
<td>Corset Makers, Kalama/son</td>
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<tr>
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<td>20.00</td>
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The following locals contributed nothing to the Cleveland Strike Fund: Locals 14, 16, 21, 22, 50, 64, 76, 80, 81, 83, 89 and 90.

Out of 89 locals then in good standing, only 17 locals paid to the Cleveland Strike Fund sums amounting to 2½ cents per capita. Of the rest of the locals 12 contributed nothing at all to the strike and sixty locals paid less than an equivalent of 2½ cents per capita.

The shortage of these locals together with the others who paid less than 2½ cents per capita, amounts to a total shortage of $23,809.85.

This omits all contributions and donations to several other strikes conducted by these locals during these two years.

Some locals who had the money did not contribute because they were indifferent, while others had not a cent in their treasury. Such locals never will have a cent in their treasury, and in cases of strikes nothing may be expected from them; but they always expect help from others. This system, or rather the want of system, of contributing to strikes by means of voluntary donations has created a sentiment among a number of smaller locals that it is not use trying to create a Defence Fund of their own, for it will never be big enough to meet the situation, and we have had a kind of parasitism developed among them, a desire to pay as little as possible to their union and spend every cent they collect, and in case of a strike depend upon the larger and richer locals for financial support.

From the table just quoted the delegates will see that Local No. 00 of Buffalo contributed nothing to the Cleveland Strike; for they never had any money in their treasury, but in their last strike they appealed to the International Union for help and the General Office being without funds, all it could do was to endorse their appeal to our locals with the result that the locals contributed so liberally that after the strike was over Local 00 had a handsome sum of money left in their treasury. It so happened that soon after the strike ended money came in and of course this was not the only instance where money was made in this manner. This will be the case as long as there is no way of collecting strike funds and distributing the same. Each time a local for funds it tries to make its case possible and the other locals, not from a real situation, or how much the other locals have or are ready to contribute, as much as they feel inclined. The result must be that while in many cases the donation is too small, in others too large. In some cases where the donation is too small, the strike is lost, and when the donation is too large it is money wasted. In every case the maintenance of strikes by appeals for voluntary donations is in the hands which no intelligent organization will undertake.

The editor of the New Post is of opinion that while a General Strike Fund would be very well for New York, where the Board will certainly have the right to strike, the other locals, he thinks, will enter into such arrangements; for they are not afford to wait for the sanction of the General Office the outside locals which are most nearer their demand for a creation of a strike fund, and are quite ready to enter into such a fund, and are quite ready to enter into such arrangements. As a matter of fact, every general strike for the last two years has the number of strikes called by Unions outside of New York without the sanction of the General Office for much smaller. In most cases they have to call upon the General Office until someone is sent to examine the out-n-town and give his authority and sanction the strike.

At the last Toronto Convention out of the out-of-town delegates voted the proposition of a General Strike, namely, two delegates from Peck who pay Per Capita for about the
The latter being the only cloak maker outside of New York who voted against this proposition; and I am informed that in each case he did not at all express the opinion of the Cincinnati locals. There is Delegate S. Rosen from Local No. 85, Cincinnati, who will tell you that Brother Lauther in voting against the increased Per Capita did not express the sentiments of the Cincinnati locals. Miss Betz who represented the Joint Board of that city by her vote for an increased Per Capita has really represented the sentiments of the Cincinnati cloak and skirt makers on this question. So that the out of town locals all of them feel that without a general strike fund they have no chances of maintaining their position. It is now left to the New York members to give their consent to such a proposition, so as to give an opportunity to the cloak makers out of New York to organize and defend their position against the aggression of their employers. The out of town delegates say that they are willing to pay their share towards a strike fund and do not care to be dependent upon the good will or donations of the New York Locals. They are willing to contribute an equal share and bear an equal burden.

The motion agreed to accept the report as read.

After a lengthy discussion in which Lieberman, Grishkan, Mitchell, S. N. Rosenberg and Polakoff spoke in favor and Wagner, Ashpis, Axelrod and Cohen spoke against, it was moved and seconded that the Per Capita be raised to 5 cents and that the additional 2½ cents should be set aside for a General Defense Fund for the purpose of paying benefits to the members who may be on strike. Upon a roll call the motion was carried by 44 votes.


Respectfully submitted,

Jews A. Dovin,
Gen. Sec'y Dovin

OFFICIAL NOTICES

The Quarterly Meeting of the General Executive Board will begin its first session on June 23, 1913, at Havlin Hall, Cincinnati, Ohio, where all communications should be addressed.

Local Secretaries please note that the price of Financial Secretaries' Day Books with the duplicate green sheets have been raised to: 100 leaves, $1.25; 200 leaves, $2.50.

We have a limited number of bound volumes of The Ladies' Garment Worker for 1911 and also for 1912. Price per volume, $2.00.

Members who are anxious to assure themselves of The Ladies' Garment Worker in volume for 1913, must order at once, so that we may preserve copies for that purpose. Write us to day.
Editorial

The First of May Celebration, New York City

The addition to the ranks of the First of May paraders of several thousand men's tailors, waist makers, white goods workers and other workers of our International Union has, of course, made this demonstration more imposing than ever, yet, at the same time, intensified the Yiddish character of that celebration.

From an International holiday it has become quite a Jewish holiday, for with the exception of a few hundred stranded Italians, the gentiles in this demonstration, were conspicuous by their absence. Neither can we be too sanguine that this demonstration has been a desire on the part of the paraders to express their solidarity with the organized workers of other nationalities, for if this should be the case, how can we explain that the unions which are so conscious on the First of May celebrate so poorly or not at all represented at the Central Unions? How is it that the Central Federated Union of York City where the American and various other nationalities are represented and meet every week to their common affairs and objects, our Internationalists of the First of May Demonstration are represented? How is it that paraders who are ready to shout house tops their feeling of solidarity with the workers across the Atlantic from the trade unions of New York City in which they live? How can our radical press which bent on making this First of May celebr.
The Ladies' Garment Worker

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M's is indifferent to the fact that the participants of the First of May celebration are not affiliated with their co-workers of the same city? Hardly a local of our International Union need it necessary to become a part of the State Federation of Labor in spite of the frequent appeals and calls upon them to do so. Will any of the officers or members who are so enthusiastic about their Internationalism take the trouble to explain this inconsistency?

* * *

Convention Like every other Organization our International Union is composed of two elements, those who would like to build up, push forward the Organization and introduce new methods, and those whose activities are limited to knocking, criticizing and finding fault with any proposed changes. Nowhere have those two tendencies shown themselves with greater force than at the last Special Convention. The ante element which so strenuously opposed the Joint Label also stood solidly against any attempt to create a General Defense Fund. Nothing could move them to allow any change to be introduced in the present methods of running the organization. While opposing the Protocol Label they insisted in hammering upon the fact that only militant methods can strengthen the Organization; yet when the question of creating a General Defense Fund came up for discussion, a purely militant method, they remained as obdurate as ever.

To confess, on the question of a Central Strike Fund we made very little progress. It is true that the majority of the Delegates at the last Convention voted for a strike fund, but when submitted to a referendum vote it will be carried. At the last time of this idea of raising a Central Strike Fund, to be frank, is simply a desire on the part of the leaders of each local to accumulate as large a treasury as its own as possible. That is the long and short of it. For just three years ago, at the Convention, when they were penniless, our locals were all in favor of having a Central Defense Fund.

No one can doubt for a moment that in time of struggle, the concentration of resources is absolutely essential to make it a success. Large funds locked up in various places under the control of separate and distinct bodies are in themselves an anomaly and an anachronism. Take for instance, the situation in the New York Locals. Local No. 9 has the largest fund, Local No. 23 proportionate to its members the smallest, yet does any one think for a moment that in time of a strike Local No. 9 could continue paying benefits to its members and leave them without funds? Whether the officers of Local No. 9 like it or not, they will have to, in time of need, share their finances with the members of Local No. 23. This being the case, what sense is there in accumulating a big treasury except to please the vanity of the Local Executive Boards? If the New York Cloak and Skirt Makers locals are afraid to enter into a system of a general contribution to a common fund with the locals outside of New York or other trades, why should they not have a common Defense Fund among the locals of the same trade in the same city? If the Joint Board of Cloak and Skirt Makers in New York City has the right to call and conduct strikes, why should they not have a common treasury for the purpose of having a strike fund? The raising of a large
fund in one local or in one City and leaving the others out is just as senseless as trying to raise the conditions of the industry in one city without taking into consideration the conditions in the trade in other cities. It is all correlated and interdependent. This curious indifference to the conditions of the trade in other cities is all the more strange in view of the fact that each time we make a demand upon our employers the very first answer you get is the competition in Philadelphia, Chicago and other cloak centres.

* * *

The Organization of the Dress and Waist Workers

Local No. 25 consists now of a membership of very near 30,000. It is strange how the forces of inertia are working. The Cloak Makers' Unions, when their membership amounted to only a few hundred, were divided into locals of cutters, operators, pressers, tailors and skirt makers. They kept their separate locals even if they had difficulty in getting a quorum together to call a meeting. On the other hand, in the waist and dress trade, because originally it was formed of operators and for a number of years did not rise above a few hundred, the old guard in the present local still insisted upon having one local Union in that trade, even after its membership had risen to very nearly 30,000; but of course, under such circumstances, to have a real democratic form of government is impossible. You cannot expect 25,000 or 30,000 people to meet in one hall or even in five halls. The result is that the government of Local No. 25 is practically an oligarchy. There has been no election of officers for quite a while, and no member meeting. At the last meeting of the General Executive Board the question of organizing the local and putting it on a work basis has occupied a whole session; the Board came to no conclusion, but they were assured that the dividing in separate locals was too dangerous an undertaking and would lead to the disruption of the Union and we were assured that the locals will organize Trade Branches. Quite a number of weeks have now elapsed since the last meeting and another is soon approaching, and there is no sign of any such trade branches being organized.

The Executive Board of Local No. 25 must do something to devise such plans that will enable the members to participate in the business and life of the organization, otherwise the General Board will have to resort to its original proposition, namely, to divide the local into different locals and have its business transacted by a Joint Board on the plan of the Cloak and Skirt Makers. Whatever drawbacks there may be in the system of government in the cloak and skirt trades with its separate locals and separate funds, it is nothing compared with the one big Local which proved a complete failure in the waist and dress trades. Something will have to be done and done very quickly to put this organization on a democratic basis.

"One big local", like a big organism with one cell, must always remain highly developed. The higher the stage of development of a living organism, the greater is its multiplicity of cells. The same holds for a social organism. There are not forty thousand people who make up the waist and dress trade and their number is rapidly increasing. One Local Union in such an industry excludes the possibility for civic life inside an Organization.
g a solid organism. There must be a multiplicity of centers. The sooner this is done the better. Of course, we know that this will not meet with the approval of the present Executive Board member of Local No. 25, the personnel of which has undergone little change since the strike of three years ago. But the present state of things cannot go indefinitely. The sooner Local No. 25 is reorganized the better for all concerned.

* * *

Mediation versus Arbitration

It has been the policy of American Unions to prefer mediation as a means of adjusting industrial differences between the Union and the employers, to arbitration. It would seem that the Union should rather prefer arbitration, for apart from other considerations, whatever is agreed upon, good, bad or indifferent, the union officials are free from any responsibility and whatever decision is reached, the members cannot find fault with them. We can always say to the members, it is true we wanted more but the arbitrators would not give it. Still, union leaders as a rule cling to mediation which involves a great responsibility on the part of the mediators and exposes the Union officials to the attack of the malcontent, who abound in every organization, because they are afraid, and rightly so, to leave the fortunes of the organization to outsiders whose decision they must obey. Those outsiders become practically the masters and dictators of the situation. Of course, arbitrators must be chosen by people who have no interest and therefore no knowledge of the trade.

The Protocol has been worked up present time between the Joint Board of the Cloakmakers' locals and the Manufacturers' Protective Association, they have tried to keep arbitration as far back as possible and depended upon mediation. Lately there has been a cry raised among the Joint Board locals for an impartial chairman, which means practically doing away with mediation and substituting arbitration. Of course, arbitration is the "easiest way"; it requires no skill, no tact, no personality. In the relation between employers and employees, like in every human relation, nothing can substitute "PERSONALITY," tact and skill, the capacity to call forth the confidence and respect of the other side, nothing can substitute that, not even arbitration. In ordinary business we find two salesmen selling the same brand of goods to the same buyer and one will sell much more than the other. In dealing with individual employers we find that one business agent dealing in a particular shop command the respect of the employer and adjusts friction satisfactorily to both parties while another business agent less skilled and less tactful can only cause strikes and disruptions. Yet it is the same employer, the same work people, the same union and the same problem; the difference is only the PERSONALITY and what is true with the dealings of the union with the individual employer equally holds good in dealing with bodies of employers. We again must repeat that there is nothing to substitute an agreeable personality; and where the representatives of the Union, however honest and sincere they may be, cannot call forth the good will, respect and confidence of the other side, but on the contrary, will call forth mistrust, resentment and ill will then strikes will ensue and arbitration is no remedy for it.
The conviction of Samuel Gompers on the "conspiracy" charge, brings to mind the story of the "Six Men of Dorset." Have you heard it?

In 1804 the "Six Men of Dorset" started a Trade Union among farm laborers in England and for this "conspiracy" were sentenced to seven years transportation in Van Dieman's Land. They served three years as conscript slaves in the Good Ship "Success" and in the chain gangs of Australia before the British public awoke. Then, after a popular uprising they were "pardoned."

Is it a page from yesterday's popular American Press? But for the names of the culprits, one might think so. Apparently times do not change as rapidly as we like to believe. Are not Trade Union pioneers in each branch of industry today doomed to "Van Dieman's Land?" Are they not convicted of conspiracy, to serve their terms as slaves to the Good Ship "Success," to be held in chain gangs in the "workhouses" of industry or of the penitentiary?

The story of the original Six Men of Dorset is brought vividly to mind at this time by the fact that a commercial Company has lately landed the original Good Ship "Success" at the foot of 79th St., Manhattan, to exhibit it as the first convict ship and the story is typical of any six pioneer union men in any land, in any year.

George Lovelace was the "ringleader." He was a farm laborer receiving $1.75 per week, working from sun-up to sun-down. Anxious to better the conditions of himself and his fellows he organized a "laborer's Society" to secure an increase in wages. Five other "conspirators" aided and abetted his criminal plot; they were his brother Lovelace, James Hammet, Stanfield, James Brine and Clark. When they humbly requested an increase in wages the owners made reply that from $1.00 to $1.50 to teach them a lesson; furthermore if they complained they would be arrested for conspiring. A proclamation was issued to punish any one who joined or aided the society with seven years transportation, branded as a criminal and consigned to penal servitude. And he is today's "Six Men of Dorset" in every State of this Land of the free, being bound by law into chains by daring to "conspire" to better the conditions of their suffering fellow women.

History repeats itself so about the end of the story, as great popular uprising, they were "pardoned?"

Are the American men and women of 1913 less strong for the cause of life and liberty than the British men and women of 1804? Or shall our "Six Men of Dorset" women a century ago in England?
MAY DAY AND OUR WOMEN WORKERS

May Day was at her best on the First of May, of course, contributed much to the success of the monster parade. As far as we remember, this year, the May Day parade was the biggest ever seen on May Day in this city. It was estimated that the number of people reached the ONE HUNDRED THOUSAND MARK! And we don't think that this estimate was exaggerated.

There was anything that helped to make the parade an unforgettable scene, it was the sight of our women workers.

Members of the Waist Makers' Union; the Private Dress Makers; the White Goods Makers; the Wrapper & Kimono Workers; the Children Dress Makers who joined other locals, all of them took part in the parade, thus demonstrating the solidarity of our women workers.

As our women workers are, new in the trade as they may be, they have, never the less learned the importance and necessity of standing together, of standing together.

Thousands of others who have gathered in fellowship to celebrate their coming together, of standing together, of marching together, of winning together, and of marching together.

 Millions of workers the world over entered a protest against existing conditions. women workers this May celebration had a double meaning. It meant the celebration of a shorter work day. It meant the celebration of higher wages. It meant the celebration of the results that labor had won through their united efforts.

A year ago these girls were working long hours for very low wages. A year ago they did not amount to much as organized strength is concerned. A year ago their employers could direct their conditions as they saw fit, a year ago the girls had no say in their daily welfare. A year ago these girls, the great majority of these girls knew nothing of unionism.

But this year these girls did not know themselves and did not know the law that went with them.

But this year, what a change!

This year they have demonstrated to the public that they are no longer the victims of a year ago, but that they are a well organized power, a power that can fight the forces that get money, a power to plan their life and a higher realization.

As we looked at them while they were marching we were filled with pride and joy. And proud of them we may well be.

In one year they have learned many vital questions, questions that concern them and their fellow workers. They have made many new discoveries, and showed all others that they are to fight for their freedom. This is the victory that is within the heart of their hope.
AMONG THE WAIST MAKERS

The most encouraging result of the activities of Local No. 25 is the organization of the American branch, known as Branch B of Local No. 25. We have always felt the need for an American branch in the Waist Making Trade; we knew that there were thousands of American girls working at that trade and that if the trade is ever going to be thoroughly organized it will have to include the American girls.

There is no need of telling the American girls that we welcome them into our ranks. We want them with us, not against us. For their own sake we want them to become part and parcel of the organized labor movement, and derive the benefits, material and spiritual, therefrom.

A correspondent fully acquainted with the situation, states: "The American Branch of Local No. 25, known as Branch B, is flourishing like a Green Bay Tree." In answer to the many questions the American members are asking, we make the following brief statement:

"The Ladies' Waist and Dress Makers' Union, Local No. 25, is affiliated with the International Ladies' Garment Workers' Union, which is the third largest Union affiliated with the American Federation of Labor, and has a total membership of 125,000, with headquarters at 32 Union Square, New York City.

"Local No. 25 in Greater New York now has a dues-paying membership of over 25,000. The headquarters are at 43 East 21st Street, Manhattan, and the Executive Board meets Tuesday evenings at 175 East Broadway at 8 P. M.

"The Union has been struggling to uplift the trade many years, especially since 1900, and has succeeded in establishing higher wages, shorter hours of work and better sanitary conditions for all. The non-union workers have benefited by the very movement they have opposed.

"The American Girls have received all the advantages, while contributing very little to this struggle for better conditions in New York, because they have been under the impression that the movement was one which concerned only the foreign element. However, they are now rapidly organizing with a view of taking their part in upholding and advancing the labor conditions in their trade. Besides their direct Union activities, they are planning to establish Union Houses, where American Union members will house American girls and establish their own Union, making their own rules and regulations. They are also planning a Grand Rally and a Grand Ball. Their present organizers are the Mayes, King and Scully and they have the operation of Miss Gertrude Barney, Organizer for the International, for American girls in the trade are invited to attend. (For the time and place see page 43 E. 21st St.)."

AMONG THE WHITE GOODS WORKERS

The members of the White Goods Union, Local No. 62, are busy with the sale of tickets for their Fourth of July Fair to be held at Glenville School, Saturday, July 19th. As this is a fair after their strike, it will be a tremendous success.

Our locals are asked to remember it so as not to arrange any picnics or fairs on that day.

AMONG THE WRAPPER AND KIMONO WORKERS

The officers and members of the Wrapper and Kimono Workers' Union, Local No. 28, are certainly on the job. Fortunately the local is blessed with members who are eager to see their Union grow in power and influence. They, together with their managers, French and Danish, are constantly making plans to utilize their regular meetings for that purpose. One hour will be taken in the transaction of business and the remainder of the time will be devoted to lectures, discussions or games. This will no doubt attract a larger membership.

At their last meeting they had a full house of members and utilized their regular meetings for that purpose. One hour will be taken in the transaction of business and the remainder of the time will be devoted to lectures, discussions or games. This will no doubt attract a larger membership.

Because of the approaching vacation, some of the employers are trying to drive a hard bargain against those who were a
Aim. If the Union has succeeded in reinstating all who were discharged, there is a growing necessity for an English branch in this trade as well as in the Waist trade. There is no reason why the American girls should not join this Union. They have just as exploited as the foreigner, their wages are not higher and their hours are not shorter because they are American. They are treated as bad, or as good as the foreign girls are. All they need realize how much they could do for themselves in the way of improving their positions by acting with their sisters who do not happen to be born in the Land of the Free. But it is coming, the time for understanding is here. And the American working girl, too, is slowly but surely waking up to the fact that nothing but a Union can improve her conditions.

EVA PICKER

Eva Picker is an active member of Local No. 41 and is one of the most efficient shop stewards the Union has. With Miss Picker as chairlady in a shop, the Union conditions are strictly observed. We all admire her good work.

Miss G. Baruum, who has been in touch with Local No. 41, has this to say:

The Wrapper, Kimono and House-dress Makers' Union, Local No. 41, used to be the old union a short time ago. How that did grow! Their recent ball at Tamiment Hall was a splendid financial and Social success and the East New York, Brownsville, Jamaica, Brooklyn and Manhattan Branches are all flourishing. Ira Gruber, the shop steward, reports a very successful one, the May 18th, which was a real big success, Branch and resulted in a large increase in membership and enthusiasm.

"Up to the present day, every single case has been brought before Local No. 41 before the Grievance Board has been won by the Union."

AMONG THE CHILDREN DRESS MAKERS

The Children Dress Makers' Union, Local No. 50, practically the newest of all, is making good headway under the direction of the Executive Board and Brother Itshak, the manager.

The slow season is almost here and the necessity for keeping the members in touch at this time is far greater than at any other time. It would be well for the active members of the local to come in personal touch with the new members of the organization so as to explain the difficulties that often through lack of work in the trade.

IDA KAMINSKY

Ida Kaminsky is an Executive Member of Local No. 50, and one of those who was instrumental in having brought about the recent strike. A good deal of the success of Local No. 50 is due to her untiring work.

We would advise the local to have meetings as often as possible so that the members could come and get in touch with the other workers of the trade.

The Union has arranged a picnic to be held on June 7th, at Liberty Park. The proceeds of the picnic will go to create a relief fund, a very necessary fund for a Union to have.
Sarah Enkolowitz is known to the members of her Local for her loyalty to the Union. During their recent strike, Sarah, as a rule, said very little, but worked day and night to bring the strike to a successful ending.

**NATIONAL WOMEN'S TRADE UNION LEAGUE**

The National Women's Trade Union League is to hold its fourth bi-annual Convention in St. Louis, Mo., on the 2nd of June.

The various branches of the League, in the last two years, accomplished much in the way of assisting organized labor. Especially the Leagues of New York, Boston and Chicago. During the recent strikes in New York the League has done a great deal for the various Unions, rendering valuable assistance. The same can be said of the Leagues in Boston and Baltimore.

The Convention is expected to be the best ever held. The delegates feel that they are ready to take up the work of the League with renewed courage.

There is a demand for organizations like that of the League in every city, and we hope that the Convention will take this matter up.

Through the representatives of the National Ladies' Garment Workers, I extend our heartfelt greetings to the delegates of the Convention and the delegates of the Convention send them our best wishes and good luck in their undertaking to promote the cause of Labor.

**WHEN YOU HAVE TIME TO READ**

If you girls have time to read books, Don't read books that take you to a fairy land and introduce you to a fellow who falls in love with you. You can use your time reading such books.

Here is a book which I am now recommending to you, and I hope that you will enjoy it. The book is called "Comrade Yetta," by Albert Edwards. Comrade Yetta will prove a familiar character to you if you are familiar with the story of the book will be familiar with the story. The characters will be familiar, but there is no objection to this, because these are the characters of the East Side of New York, the noise of the machine, the "smells of the basement," all this will prove interesting to you, and therefore interesting and entertaining.

Read it, and let us hear what you think of it.

*Macmillan Co., 66 Fifth Ave.*

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**The Working of the Protocol in Boston**

**Report of Gen'l Organizer Isadore Epstein**

I have the honor to report on the progress made by the Unions in Boston, under the Protocol Agreement.

Arriving in Boston on the 8th of April, I found a much confused and chaotic situation confronting me that meant months of energetic work to straighten out. It was about three weeks after the settlement of the strike that terminated in the signing of a Protocol Agreement, similar to those in use with two separate Associations.

Nothing more was done in the signing of the agreement than the members back to work. There was no agreement in every description, but the men had been made to properly align.

The concept of the Protocol Agreement had yet to receive a practical
is not surprising that it was very little understood by both the Manufacturers and

Union. Each side interpreted for them, the respective rights and privileges ascribed to them, and when meeting on common ground for the adjustment of disputes, both sides held firmly to their own individual views. Yet no justice nor blame should attach to either side, for had not a similar situation arisen in New York immediately after the settlement of the Clock Strike in 1869?

After visiting all the locals and listening patiently to the members for hours, setting forth their grievances in no uncertain tones, I came to the conclusion that the first thing thing one to do was to summarize their grievances and arrange for a conference with the Directors of both Associations. The following is a summary of the members' grievances:

1. Active Union members being discharged.
2. Preference not given to Union members.
3. Many disagreements in setting prices for piece work.
4. Work not divided equally.
5. Scale of wages not observed.
6. Increase as provided for not granted to all departments.
7. Members were asked to come to work at 7 A.M.
8. Long delay in adjusting grievances; if adjusted at all.

At the conferences with the committee of the Association, I was not surprised to learn that their members also had grievances against the Union, mainly to the effect that price committees were asking for exorbitant prices; that the chairmen were assuming too much power, and making themselves generally obnoxious; that Union members were abusing the non-Union workers, and that the girls in the Dress and Waist shops would not come to work at a proper hour.

At these get-together sessions we sifted all grievances and established, as far as possible, a definite ruling to cover every form of complaint on either side. And at this time it was happy to state, a more thorough understanding exists, and a more conciliatory and amicable effort is being made to correct evils.

The unscrupulous employer will always have to assert himself, but if the union's assurance of the officers of the associations that this work is being watched up in keeping this species of employees in their proper place.

I have been greatly impressed with the un

understanding sincerity of the representatives of the Association on the Grievance Board, and I firmly believe that is an honest desire on their part to help make the Protocol in this city a success. I was also able to see that the liberal views held by Mr. Lykes, attorney for the Associations, as expressed at the various conferences, is helping considerably towards this end.

I have opened an office on the manufacturing district at No. 220 Freeman street, and have installed a systematic method of taking complaints, and recording of adjustments. While it is too early to give a detailed report of the cases adjusted, I mayventure to say that by far the largest number are not only has been decided "in favor of the Union," but I do not make this statement, however, with any desire to boast of victories. It is my intention rather to educate the unions' leaders and the unions to standards of Honesty and Fair Play, necessary to assure the successful continuation of harmonious relations, and in time reduce complaints to a minimum. What is needed most at this time is to instill confidence into the minds of both the manufacturers and the Union leaders, and to dispel that feeling of suspicion and distrust that has existed hitherto, and which must affect, if not more or less, the relations between employer and employee.

We have organized an English-speaking Branch of the Waist Makers, Local No. 5, and it is most gratifying to report that many of the girls who did not come up to strikes are beginning to see the light and are rapidly joining the Union.

As to the independent shops of tailors, these are being adjusted satisfactorily.

I may note that the employers in the West and North end shops have also taken active steps for the formation of an Association. It is quite the fashion, and who knows but what they will also ask for a Protocol agreement.

There are yet many important matters that require attention, on which I hope some attention has been given, owing to the amount of work that has been collected. Neither the Summary Board nor the Arbitration Board has been organized as yet, though I think expect that this important phase of the work, under way
The Position of the Philadelphia Cutters' Union, Local No. 53

By a Member

It has been recently reported to us that some of the Cutters here think there will not be a general strike in Philadelphia, at least not in the cutting branch of the trade.

We have paid attention to these rumors, tried to find out their origin and have found that what caused these rumors to be circulated is the fact that some of the cutters of Philadelphia think they do not see a strong organization to take care of them. Well, perhaps this was true of the past. It is true, that the Amalgamated Ladies' Garment Cutters Local No. 53, has been in existence for two and a half years, called meetings every week, arranged a mass meeting once in a while, gave a ball every winter, as if alive and doing. Unfortunately, it really was nothing more than a mere existence. The Local had meetings, but there was no life in them, it enrolled members but could not hold them.

The reason was, that this local did not endeavor to protect the interests of its members but was more in the nature of a social and political club, and every official of the Union tried his best to promote his own personal benefit.

But the world moves and so does Local No. 53. There came a time when a new element joined that did not hesitate to show signs of dissatisfaction with the workings of the Local. Little by little this dissatisfaction grew stronger and expressed itself louder, until finally it resulted in a thorough revolution within the local. After a year of hard fighting the new element succeeded in ousting the politicians and entrusting the business of the Local to men earnestly devoted to the principles of progressive unionism. For a time the progress of the Local was hindered and the membership dropped. However, the supporters of the reorganized Union did not lose their heads, but went on with their work slowly but surely.

Of course, the first and most important task before the Union was to gain a better reputation, different from what it had been under the former management. In this we greatly succeeded, so that no cutter in the trade need feel any mistrust in our new reorganized Cutters' Union.

There is no reason why any cutter should stay away from the Local, or why he should believe that there will not be an organization to care for them in a general strike.

For those who come in close touch with the Union, know that the present reorganized Cutters' Union is founded on a more solid basis, they know that the Union has the assistance of International Vice President M. Laplais, is in a position to meet the requirements of the workers in the trade, they also know that the Union is not a need be, to give a light to the Cloak Makers of Philadelphia when the time comes.

Here is a series of demands sanctioned by the International Union will be presented to the Manufacturers for the coming fall season:

1. Fifty hours per week.
2. Overtime shall be worked not over 6 hours per week in three days.
3. Double pay for overtime.
4. No Sunday work.
5. Legal holidays to be observed for.
6. Sanitary conditions equal to those forced by the Board of Sanitary in New York.
7. Equal distribution of work in season.
8. All "lay offs" to take place at the week.
9. Minimum wage of a full-fledged and trimmer $2500 a week.
10. Apprentices shall be allowed every four cutters.

11. Salary of apprentices shall be $800; second year, $1200; third year, $1600. After three years apprentices shall be considered full-fledged cutters and trimmers.

This is what the Cutters' Union, Local No. 53, now stands for. In this it has the not only of all the cloak makers of Philadelphia, but of all the ladies' garment workers of the United States and Canada, the banner of the strong and powerful national Ladies' Garment Workers' U-
News and Events

A GENERAL EXECUTIVE BOARD MEETING

The New York members of the General Executive Board met at 32 Union Square, New York City, on April 28, 1914.

President Rosenberg in chair;


President Rosenberg reported that the A. F. of L. has issued a call for a Convention of all organized Garment Workers of the United States and Canada to be held at Washington during the month of June for the purpose of establishing an International Union for the workers in that trade. In view of the fact that the majority of the Garment Workers are engaged on ladies' garments, President Rosenberg is of the opinion that the establishing of such an International Union will conflict with our jurisdiction and that the Garment Workers properly come under the jurisdiction of our International Union and he advises that our Board should demand their affiliation with our Organization. Upon motion agreed to support the view of President Rosenberg and that the General Secretary-Treasurer read a telegram to the General Secretary of the Garment Workers' Association in which they call for a stoppage of work at the shops of one of their members which lasted about a week and they charge had faith in the part of the manager of Local No. 1 to contend that this stoppage of work has been countenanced and encouraged by the management. Agreed that Vice-President Mitchell of Sigman be appointed with full power to investigate and decide.

Upon motion agreed that Vice-President Sigman, Polakoff and Slotchin be appointed to draw up a plan for a Joint Labor with the Waist & Dress Makers.

In reference to the jurisdiction dispute between Local No. 23 and Local No. 25, the President reports that this matter is under consideration by the regular Quarterly Meeting of the Board. Agreed to communicate with Local No. 23 and to request them not to insist upon having the members of Local No. 25 transferred to their Local until the matter is finally disposed of by the Quarterly Meeting of the Board.

Respectfully submitted,

John A. Devito,
General Secretary, President.

TUBERCULOSIS AMONG OUR PEOPLE

The Joint Board of Secretaries of Garment Workers is now endeavoring to work upon the problem of tuberculosis among our people, and in this connection the Joint Board and our people should be interested in the following excerpt from an article by Dr. Woods Hutchinson, one of America's foremost physicians:

"A glance at the death lists tells us at once that it is the classes which work the longest hours with the smallest pay which have the highest death rates from consumption. Our labor unions, by shortening the day and raising the wage, have done more to diminish consumption than almost any other single influence, and they have not diminished the profits of the community at any time in the process, but rather increased them on account of the superior wage, efficiency and intelligence of the man who is worked ten and twelve hours a day. It sounds paradoxical, but so far as the reduction has been made, the shorter the hours of labor and the higher the wages, the lower the percentage of laborers infected in the process. Our clothing prisons, the case-breeding hours of industrial labor, are nothing but a brutal, stupid and wasteful way of life. There are few things that we do with so little intelligence as work. Hard, effective and vigorous exertion of one's power to break health and driving in every way a dull, heavy, monotonous strain, exacting more powers, exhausting the joints, lowering the l

The Lake Garment Worker
prematurely, is unhealthful, degrading, and demoralizing. When we have already reached a period where the labor of one man, with the assistance of machinery, will produce the necessary subsistence of ten, there is no longer any excuse for permitting this criminal labor-waste of human health and life.

"From a sanitary point of view, it would look like a simple problem in intelligent distribution. With thirty per cent of the population working a great deal longer and eating a great deal less than is good for them, in order that five per cent may work a great deal less and eat a great deal more than is good for them, a board of equalization on behalf of social welfare would appear to be called for. Of course, this is only a doctor's dream, and doctors are notoriously unpractical. From a legal point of view, it is probably impossible, even unconstitutional. All good things are—until they happen, as this will, some day.

"If you can control your hours of work, shorten them. It is the quality rather than the quantity of the product that counts. If you cannot, combine and organize until you, cap, in the interests of the community. In the long run the community pays the bills for all breakdowns and social wreckage."

NATIONAL WAGE BOARD SUGGESTED BY LEWIS OF ILLINOIS

Would Have Power to Change Rates in Bill by Senator Lewis

A new national wage commission to fix minimum wages for employees of all interstate commerce corporations under federal supervision was proposed May 14th, by Senator J. Hamilton Lewis of Illinois in his first bill introduced in the Senate.

It proposes an appropriation of $500,000 to establish the wage body and to clothe it with powers to change wage rates on the same plans with the rate making authority of the Interstate Commerce Commission.

Vice-President Lapidus, writing from Providence, says that following the settlement in the strike of ladies' garment workers in April he had met with successful negotiations with individual employers in some cases he had been instrumental in getting a reduction of wages from $1.00 to $1.50 per week and an increase of $1.00 in wages.

Regarding the ladies' tailors he said their conditions far from satisfactory are working excessive hours at low wages ranging from $1.00 to $1.50 per week.

Thanks to Brother Dubinsky's new year in that city, a few ladies' tailors are enjoying better wages and a shorter week, but they are in constant danger of losing these conditions owing to the disorganization in this branch of the trade.

Vice-President Lapidus thinks that an international undertaking an organized campaign in Providence it would be to the advantage of the workers conditions that those secured for the ladies' tailors could be influenced to enter into some arrangement. Meantime the activity of Local No. 100 is doing all that can be done to strengthen and increase their ranks.

Writing from Montreal, Vice-President Lapidus tells of a strike at the Canadian Raincoat Co., conducted by the Raincoat Makers' Union No. 102. Upon the surface the cause of the strike was a harrassing, ill-tempered one, but in reality, however, the trouble was the attempt by the firm to introduce child labor. Unfortunately, the firm abandoned their intention and the workers were advised to postpone the strike for a more favorable time.

Referring to the other locals in Nos. 13, 19 and 37 in the cloak industry situation is far from satisfactory, with disharmony among the active members. At the next quarterly meeting of the executive Board no doubt steps will be put the Montreal Locals on a proper path to restore harmony among them.
How the Preferential Shop Should Work

The basic assumption of the preferential shop is that for the good of the industry and in order to meet the requirements which it is believed should obtain under modern conditions in an industry of this kind, union standards should be maintained as to hours of labor, rates of wages, and sanitary conditions, and that this in turn involves the necessity of a strong union. In exactly the same way, it involves the existence of an association of employers. It furthermore implies cooperation in good faith between the union and the association of employers; it being held that through cooperation in good faith of the employers and employees, standards of work and wages can be maintained.

The preferential shop, then, guarantees for the workmen the existence of the union since the employees did not hesitate to become members of the union when the manufacturer openly declares and acts on his belief that he prefers a union man in return for the responsibilities which the union assumes in controlling and disciplining the men in his employ. Formerly the spirit prevailing in a shop sometimes made it impossible for an employer to control his men without risking the serious loss involved in a strike or lockout; but now under such circumstances the union is bound to maintain order.

The preferential shop, then, affords the non-union man an opportunity to secure employment. But the union is strengthened through the system of preference of employment given to its members. Thus the man who joins the union insures for himself preference for employment.

Although no case has yet arisen, some of the manufacturers expressed the belief that under this clause of the protocol they would have the right to select a non-union man in preference to a union man on the basis of superior skill, even if both were qualified workmen.

The question of the preferential union shop is so far as it affects the engaging of new help has thus far not led to conflict. In other words, in every instance the newly engaged employee has either joined the union or left the employ of the firm.

In regard to the manner of dealing with employees who decline to become members of the union, the right of the manufacturer to retain in his employ such workmen is conceded; with exception, however, is continued to very old or superannuated employees or members of the employer's family.

As to the manner of dealing with the employees who neglect to pay dues, the preferential union shop works out in this manner.

"After a man has been in arrears for some time, the union files a technical complaint that the man is preferring non-union men. The joint investigation discloses the true state of affairs and the manufacturer uses his best efforts to have the man pay his dues. Inquiries of this kind, the representative of the association of the firm helps in an arrangement by which the arrears are paid up in installments. At the time this arrangement is in progress, no effort is made to secure or excuse the man for falling in arrears unless there be exceptional circumstances. On the contrary, even the representative of the association impresses upon the man the fact that payment of dues is a responsibility which he must meet for the shirking of which the employer will not protect him, since the protocol states that all who desire the benefits of the union should share in its burdens.

The limitations imposed by the protocol upon the manufacturer are as follows:

1. He obligates himself to employ union men by preference as long as he is not restricted in the selection of the best available help.
2. He is pledged to pay the scale of wages adopted for the week workers in the trade.
3. He cannot obligate the men to work until the piece price to be paid is agreed upon by the manufacturer and a committee of the employees.
4. He is pledged to accept the decision of the Board of Grievances or the Board of Arbitration upon any complaint made by his employees.

The limitations imposed by the protocol upon the unions are as follows:

1. There must be an open union admission to the labor organizations must be free to all qualified, without any discrimination.
2. The right to strike is given up, as long as the protocol is in force.
3. The employees must accept the decision of the Board of Grievances or the Board of Arbitration as final."

(End of article)
<table>
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<th>Local</th>
<th>Total Per Capita to General Office From May 1, 1910 to May 1, 1912</th>
<th>Donated to Cleveland Strike Fund</th>
<th>Difference</th>
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53

1911, 186

ידך י"ש סראע"ג וארקיעה
53

1911, 186
סודיה ומורשתו של האיש

סודיה, אשר ידוע גם כ"סודיה cổנה" או "סודיה ריווחי", הוא סודיה הבית בסודיה, אשר נמצא בעיר ריו דה זינטו, בריבר הפרואני. סודיה הוא בית סודיה המורכב ממגפת סודיות חדשות ומגפת סודיות ישנות, אשר נמצאות בתוכו."סודיה" הוא שמה של אחת משתי המandExpectות הגדולות של העיר, altreחת היא לבית הסודיה העתיק, הידוע גם כ"סודיה העתיקה". סודיה הוא אחד מבתי הסודיה הגדולים ביותר בעולם, ומשתרע על שטח של כשני קילומטרים מרובעים. סודיה הוא גם מקום דיין ומקדש שלם, אשר מציג את עצמו בפני המגף של סודיות נוצרות, ומשולב里面有 הסודיות העתיקה ו yeni.
עיסוק בפרוטוקולים וมอบуществל במש baru - ת"ש תתקע
מיכל גל拥挤 1913

לאחר שבעב אלד"ע הועתק טעות בכתובת הטלפון של האוניברסיטה בברלין, זוהי הכתובת הנכונה: "מדינת אוניברסיטת ברלין, טלקפונה: 31299".
올드 만나, 안녕하세요.

어디로 가실래요?

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דיא מרכוספראגנין

סימולציה והכנת החמשתenty ה-6 או ה-8 וה-10

אלה נווה, כדי לדעת את התשובה והכנת החמשתenty ה-6 או ה-8 וה-10

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אלה נווה, כדי לדעת את התשובה ו
לא נודע מהוראות תרגום או הבנה של התוכן המוצג בתמונה.

אברכים accommodations, אברכים accommodations, אברכים accommodations, אברכים accommodations.
הערכה למאמר של מרחב הפרספקטיבה

כדיʔא ישראלי יושע

* * *

דיאלוג בין חלילים ו(preg

* *

מאמר מכ Throne שיוויי

* *

מאמר מכ Throne שיוויי

* *
דרי ליראים וארגונים зарегистֵרי

אשר מני ענפני ויוויבי, ועפע לא יפרע

וי יכרי עצעי עעד עונם סכריית הוא
נתגביים במגלה שמאמזים אם דיו וקצרים.
ועם מטעם الإمام מיכאל ד"ש

<p>|</p>
<table>
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<th>הפרש</th>
<th>נתחים</th>
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<tr>
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<td>17,692</td>
<td>9</td>
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<tr>
<td>20,394.48</td>
<td>4,600</td>
<td>17</td>
</tr>
<tr>
<td>560.00</td>
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<tr>
<td>33,302.34</td>
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<tr>
<td>39,075.83</td>
<td>9,260</td>
<td>35</td>
</tr>
<tr>
<td><strong>סה&quot;כ</strong></td>
<td><strong>62,715</strong></td>
<td></td>
</tr>
</tbody>
</table>

- **סה"כ** ב Declarations: **244,937.21**
- **סה"כ** ב Declarations: **62,715**

*דרי ליראים וארגונים ורגים*
 RESOURCE not found
דַּע לְיִוְיִדְנָא נַעֲשֵׁנָא שֵׁמֶר אֱלֹהִים הָאָרֶץ וּנְעָשֵׁנָא שֵׁמֶר נֶפֶשׁ הָאָדָם אֱלֹהִים.

לֹא יִהְיֶה בְּאֹרֶץ פִּסֵּק תַּעֲנוֹן אָדָם הָאָדָם.

לֹא יִהְיֶה בְּאֹרֶץ פִּסֵּק תַּעֲנוֹן שָׁמָּהוּ הָאָדָם.

וּנְעָשֵׁנָא שֵׁמֶר נֶפֶשׁ הָאָדָם אֱלֹהִים.

לֹא יִהְיֶה בְּאֹרֶץ פִּסֵּק תַּעֲנוֹן נֶפֶשׁ הָאָדָם.
 decir algo

לא ניתן קריאה על פי התוכן המוצג在这张图片中。
לא ניתן לקרוא את הטקסט מהדףulta ה潞מドラマה והארכילע.
טעני לידים זא adım וארקיע

27

טועני לידים זא adım וארקיע

טועני לידים זא adım וארקיע

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טועני לידים זא adım וארקיע
ולפיivre צורתה והברורה וה锦标ה

הссביון, הר牽ן, המסירות, והרסניות

היהם תנו ל MediaQuery,черישים, הארץ, מסירות, הים, והם.

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ועיד לגייס נכרועים והקרע

ודע עצמך הקטעות ולשון כרזה ולשון

משמש המחברת על 23 ינואר 1918

א. ו. וחטבואו, בתפילה.
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א בוכוס טימ א מרטניפר

(*) שמיר גלנטה

א א ו_gem Enterprises ז"ח מאה (א)
עַדְּעַר לִירְדִיס נַעֲרֵמֵשְׁמוֹ וֹוָּטַקְרַא

וַנַּעַמְּל רְוַי הָכְסֵרְקָרֵנַף לְנַעֲרַמְּשְׁמוֹ נַעֲרַמְּשְׁמְלַף רְוַי דַעְרַבְּקָרְקָרֵנַף.

הַכַּבְּדִים מַעֲלְנוּ עוֹלַמְּל שְׁנַיֵּרְכַּרְפַּף עַדְּעַר הַבְּבְּלַרִים, וַנַּעֲרַמְּל רְוַי הָכְסֵרְקָרֵנַף לְנַעֲרַמְּשְׁמוֹ נַעֲרַמְּשְׁמְלַף רְוַי דַעְרַבְּקָרְקָרֵנַף.

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דע ליהדות תורתו ומנהגיו

אין כל להליכה על דרך הלכות ולא להתבונן בו אלא בפי התורה וברשימות התלמוד. דועべ ראשוןวาง את כל ההלכות והמנהגים כך שהם יאבטחו ויאשימו בתורתו ומנהגו. דועbecו שנייקון לעם ולקהל בטעם התורה ומנהגו. דועbecו שלישיניקון לעם ולקהל בטעם התורה ומנהגו. דועbecו רביעיניקון לעם ולקהל בטעם התורה ומנהגו. דועbecו חמישיניקון לעם ולקהל בטעם התורה ומנהגו. דועbecו שישיניקון לעם ולקהל בטעם התורה ומנהגו. דועbecו שביעיניקון לעם ולקהל בטעם התורה ומנהגו. דועbecו שמיניניקון לעם ולקהל בטעם התורה ומנהגו. דועbecו תשיעיניקון לעם ולקהל ב-dismissal

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אוני שרה עמנואל מואנסкатשטיין"
י ארבים פון פראמקאל אונ בנסון

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אין מילים Separate paragraphs or sentences do not separate themselves.
וער פרמאקך ChỉTEL שילוחי אח פרמאקך

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אין לי נוספים לשאלהROCן, אני רק יום אחר.

דבר שהאזורים בניו, את יומינו

ב אימייל או על מקום אחר, אני רק יום אחר.

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דבר שהאזורים בניו, את יומינו

ב אימייל או עלמקום אחר, אני רק יום אחר.
אין טקסט大自然י בערך זה.
דרת ליזידים זמרועים והארערים

בנוסף, אנו רואים כי זה נקט היותו של גזע זה בטוח על התוכן המוצג. הקבוצה בודקת את התרופות של המ وخاصة השונות של梦幻岛上, ברובם סיווגו כראוי ליתר פרוות. לדוגמה, המוזל למיניות משקיע ויהלום. הקבוצה בודקת את המוזל למיניות משקיע ויהלום. הקבוצה בודקת את המוזל למיניות משקיע ויהלום. הקבוצה בודקת את המוזל למיניות משקיע ויהלום. הקבוצה בודקת את המוזל למיניות משקיע ויהלום.
יִזְכִּיר}{דּוֹקְסֵי}{נַוָּפְיָס}{וֹסְפָניָה}