The Ladies’ Garment Worker, Volume 6, Issue 6

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

Keywords
International Ladies’ Garment Workers’ Union, ILGWU, The Ladies’ Garment Worker, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States, English, Italian, Yiddish, Jewish

Publisher
International Ladies’ Garment Workers’ Union (ILGWU)
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PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

By the

International Ladies' Garment Workers' Union

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Editorial

PROTECTIVE MANUFACTURERS' ASSOCIATION ABROGATES PROTOCOL

It suits the Cloak Manufacturers' Protective Association to proclaim to the world that the Protocol has been abrogated by the acts of the Union—a plausible defense of a step taken by themselves that will surprise everyone who looked to collective agreements for the solution of rough problems between employers and employees. This form of defense, however, that the Union is responsible for the step taken by the employers, requires stronger evidence than has so far been offered by them. Nothing in our correspondence contains the least suggestion to justify the employers' charges, while the correspondence sent us by the Association plainly indicates that the abrogation of the protocol was the deliberate act of the Association and quite unexpected by the Union. What were the motives of the Association?

What were the motives of the Association? While both among our officers and rank and file the matter is regarded with cool indifference, yet we owe it to that section of the public which has shown a deep interest in the workings of this collective agreement for nearly five years, to try and dissect the motives of the manufacturers' association for this sudden act of severing their relations with the Union. The reasons alleged in the correspondence of the Association plainly did not justify the rupture. The Association goes back to the troublous events of 1913—events now practically dead and buried. These events might have provided them with a justification for a severance of relations with the Union at that time. Considering, however, that that storm had subsided, there was no reason why the present differences, slight in comparison, should not have been smoothed over. The fact that the Association did not wait for the effort at adjustment by the Board of Arbitration, which was to be made only four days...
later, places the mark of interrogation right here.

Why could the Association wait for the Board's decision in the past, when more serious questions were involved than a few recalcitrant employees in course of being disciplined and a heated argument between two deputy clerks, and could not wait a few days in the present instance? An occasional stoppage without the consent of the Union was nothing but an aggravated form of dispute between employer and employees, waiting to be adjusted by the machinery of the Protocol. In every such case the Union, upon due notification, ordered the recalcitrant employees to resume work pending adjustment. In this case, also, the same course was being pursued by the Union. As to the affair between the deputy clerks, this seems to have been of a private nature, since the Association has not even placed before the Union definite information on the subject?

Such trivial reasons do not explain the real motives of the employers' abrogation of the Protocol. These must be sought in the events of the last seven months, in the pending questions of discharge, reorganization and equal distribution of work. It was claimed by the Union and conceded by the Board of Arbitration that employees had a right to be treated fairly and reasonably in all these matters and to complain if they felt themselves aggrieved. The employers, on the other hand, claimed arbitrary rights; as if there had been no understanding. The Union submitted other pending questions for the consideration of the Board of Arbitration; namely, standardization of labor and of prices, so as to enable the piece workers to earn a minimum price per hour. Obviously the manufacturers anticipated or feared a ruling favorable to the Union, since in substance these demands were a measure of justice patent to all fair-minded people, and hastily sought to prevent it by abrogating the Protocol.

Of course, they had a right to reject such a ruling by the Board of Arbitration and abrogate the Protocol that way, but this form of abrogation would have presented them to the public in an unfavorable light, and so they seized upon frivolous excuses to save their face before the bar of an enlightened public opinion, and at the same time to dispense with the necessity of pleading themselves to better and more just conditions of labor. Elsewhere we publish the correspondence in full. Let the enlightened public opinion form its own conclusions.

* * *

One more point remains to be elucidated. It will be asked in various circles, why did the Manufacturers' Association manifest such a changed attitude after the working arrangement had lasted nearly five years and had begun to present opportunities for being perfected? The reason for this is psychological as well as economic. It has its explanation in the present personnel of the Association.

The present leaders of the Association of whom its president, Mr. Heine-man, for instance, is a typical representative, do not regard the labor end of the industry in the same humane light as those manufacturers who were signatory to the Protocol in 1910. We will mention one example—the late Max Schwartz, who lost his life in the recent destruction of the Lusitania. Yet the Union has not changed its attitude in the least. It has adhered to the provisions of the Protocol with characteristic dignity and patience.
The Association was not always able to control all its 240 members, manufacturers and businessmen, while the Union had to control some 10,000 members employed by them and 40,000 additional members employed by some 1,750 additional manufacturers. Considering the difficult nature of the task, the Union creditably performed its part. Its efforts to preserve peace in the industry will be referred to with praise by the future historian.

**A WORD OF ADVICE TO ALL**

The abrogation of the Protocol by the manufacturers of the Protective Association may have been intended to embarrass our representatives and add to our present difficulties. If so, we can assure them that our Union has not been taken aback by their sudden action. It is precisely because of our present difficulties that our Union is destined to attain a new and revived spirit of cohesion by this very abrogation of the Protocol. We have more than once cautioned our members that the Protocol in itself could do nothing for them unless united they were the power behind it. Now that the scrap of paper has been torn up, the power of the Union and all its potentialities remain. Our people have forgotten nothing, and have learned a good deal. We have shown to the world that while being militant in theory, we could remain pacific in practice. There is no reason why we should not retain the pacific frame of mind. Even our opponents will admit that while essentially pacific, we know how to fight, if a fight be forced on us.

Trade unionism in the present industrial state of society is as indestructible as humanity itself. Our Union is one unit—one-twentieth part so far—of a great movement, an institution in the life of the toilers of this continent. Neither the trusts, nor the Rockefellers, not the courts, nor the hired thugs and gangsters of capitalism can permanently impair its usefulness or check its efforts for justice and a square deal.

We have been willing to help the industry on condition that the industry made a determined effort to help us—the mass of toilers and their wives and little ones. Recently, however, the employers were prone to disregard the principle that the employees are an essential and indispensable part of the industry and have now set the final seal on that attitude. It remains for us to show that we have not abandoned and will not abandon the claim to be regarded as an indispensable part of the industry and to be treated fairly and squarely in all our dealings with the employers. Our means to attain that end is through the very old, yet ever new motto: Union is strength!
THE ATTEMPT ON OUR UNION MOVEMENT

Ever since a few years the enemies of our Union have viewed with alarm the growth and expansion of a gigantic movement for organization in what used to be called “the sweated industries.” They have watched with anxiety revolt following revolt among the sweated toilers of the Eastside. They could not endure to see the once submissive “hands” organizing and demanding rights and humane conditions. General strikes and victories filled them with rage and hatred. Solid labor organizations were a thorn in their side. The growing strength and increasing power of these unions meant a check upon their ravenous appetite for greed. They saw themselves utterly discomfitted and threatened with final extinction. For these unions had let in the full light of day upon the dark doings of the slave drivers; and so the more unscrupulous among them systematically began plotting vile schemes of revenge.

For nearly five years we were continually on guard against their machinations, their aim to deal a blow at the leading and biggest union in one single industry—the Cloakmakers’ Union. They maintained spies and bред traitors and strikebreakers. They acted as *agents provocateurs* in every shop strike. They were in league with the gangsters of the Eastside, creating riot and disturbance at any and every opportunity. They alone are responsible for the deeds of blood and murder that occurred so often and of which mostly our people have been the victims. Such deeds throughout the country are known to be in accord with methods employed by the numerous strike-breaking agencies, and hostile employers make no secret of the fact that they bear the expense of this bloody work in their interest. All this is common knowledge. The enemies of organized labor have recourse to such methods in order to crush the unions.

For years our enemies tried to undermine the splendid structure of our organization by every foul means at their disposal, but all they succeeded in accomplishing was the winning over of a few disloyal people—headpressers and inside contractors—whose game of bleeding the workers in the shops the Union had abolished in 1910. The solidarity and loyalty of the great mass made the Union proof against all these onslaughts. But while our people resisted all attempts to weaken and destroy the organization, our enemies have not desisted from their plotting against us.

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**ARRESTED OFFICERS**

In March, 1914.

Held in General EsteeM

Brothers Morris Sigman, Saul Metz and Stupniker were arrested on suspicion of having been concerned in a case of murder. Brother Sigman was then the secretary of the Cloak Pressers’ Union, Local No. 35. It only needed a thorough examination of the so-called evidence to see its weak and flabby nature. Accordingly Brothers Sigman, Metz and Stupniker were let out on bail. In the meantime, our most active members, deeply convinced that these suspicions were unfounded, elected these brothers to high offices. Brother Sigman was elected General Secretary-Treasurer of the International at the Cleveland convention in June 1914 and Brother Metz...
was elected Vice-President. Early this year Brother Metz was also elected president of the United Hebrew Trades. Their elevation to positions high in the councils of our movement is an indication of the general esteem in which they are held by the rank and file. In the inner circles of the movement they have been conspicuous for integrity, idealism and devotion to the cause of the workers. These qualities render them all the more the object of attack and accusation by the strike-breaking agents and their patrons.

Last month Brothers Sigman, Metz and Stupniker surrendered to the District Attorney on this old charge on which Brother Julius Woolf, a high officer of the Cloakmakers' Union and Brother Wedenger, a member of the Cloak Operators, Local No. 1, were also arrested, while International Vice-Presidents A. Baroff, S. Lefkovits and J. Halpern; S. Shaf of the Whitegoods Workers' Union, A. Silver of the Waistmakers' Union and a few others were arrested on various charges. The evidence upon which these charges rest has been furnished by a notorious gang leader whose record of arrests for evil deeds dates back more than fifteen years. This man has enjoyed the protection of the Eastside politicians; he has by his methods helped some of them to get elected, which accounts for the fact that with one or two exceptions he was set free by magistrates on the recommendation of district attorneys.

We call attention to these facts lest they should escape the notice of the great justice-loving American public. Here are men of high integrity and local repute deprived of liberty on the denunciation of disreputable characters. These unmistakable facts will have to be thoroughly weighed and sifted at the trial. No wonder our people have been stirred to depths of indignation with a system that makes it possible to drag honest people's characters through the mire. No wonder at the flood of resolutions of sympathy that have been pouring in from all quarters. Our locals comprising a membership of 100,000 throughout the land will rally with united force to the defence of our comrades, and the labor movement as a whole, which is threatened by a wave of reaction noticeable in a number of States, will not stand by with folded arms while an attempt is being made to remove the active spirits of a great organization.

* * *

THE REAL SOURCE

New York City has always been notorious for gangs and gangsters of every description. Murders, robberies and horrible outrages are often committed in open daylight. Scab-protecting agencies, spies and traitors flourish galore. Everyone knows that employers of the mean and despicable sort employ armed thugs and sluggers to beat up strikers and maim pickets. Thére is not one strike without its toll of labor victims, wounded strikers and broken heads. Even the weaker sex, in strike against inhuman conditions, is not spared. Yet the police always range themselves on the side of the employers. Not only do they fail to suppress the gangsters and hired ruffians, but often connive and actually assist them in their nefarious work.

If the authorities want to clean up the city of gangsters, why don't they begin with the scab-protecting agencies who employ them and send them out on their murderous mission? If the District Attorney's office and the police department are really impartial in this business, why do they allow employers to hire gunmen; why do they
rarely interfere with the work of the hired slugger in every strike? How is it that for many years they have never made a strong and determined effort to end this state of terror created by employers to cow the workers into submission? In every serious trade dispute the city authorities could, if only they would, deal drastically with this evil. They could simply prevent the sending out by certain agencies of human bloodhounds to "kill" strikes, even if that involves killing and maiming strikers and pickets.

* * *

EARLY IN MARCH our New Jersey office was subjected to considerable annoyance by armed gangsters openly threatening the lives of our organizing staff in Jersey City. Three men came to the office flourishing revolvers and bidding them close up the place and get out of the city if they valued their lives. Subsequently the office was broken into, apparently by the same people, the desks ransacked and papers destroyed. Threatening letters were sent to the office, and in the end a bomb containing a pound and a half of dynamite was planted in an old desk which the men were killed and several injured in Newark, N. J., in an assault by hired gunmen on peaceful strikers and pickets in a strike of furriers. Things of this kind happen in other places where the employing class is powerful enough to have them hustled up and discouraged.

In every great strike complaints of gangsters beating up strikers and requests for police interference to suppress their operations have been directly addressed to the Mayor, the Police Commissioner or District Attorney, and in almost every case the complaints and requests were disregarded, leaving the gangsters to do their worst.

* * *

AS FAR BACK TO CITY AUTHORITIES AS 1905, in the strike of reefermakers under President Schlesinger's charge, strikers and pickets were, as usual, at the mercy of hired gangsters and sluggers, and these worked hand in glove with the private agencies and manufacturers. The Central Federated Union of New York appointed a committee to go with Mr. Schlesinger to Commissioner Bingham to request protection for our strikers against the bloody deeds of the hired gangsters of that time. Commissioner Bingham refused to see the committee and referred them to one of his deputies. This worthy gave the committee audience for about five minutes, but nothing was done to abate the gangster nuisance. Thereupon Mr. Schlesinger went to District Attorney William Travers Jerome, followed by a line of about 100 bandaged strikers and pickets who had been battered by hired gangsters. It was much to his credit that District Attorney Jerome did make an attempt to check the violence on our men. This could have been done by the city authorities in every
strike since, if they had been really desirous of protecting the workers and the city from gangsterism.

Since a year and a half, and particularly in the last eleven months of President Schlesinger’s close connection with the unions in the ladies’ garment industry, they have suffered a good deal from the machinations of the scab-protecting agency that has been masquerading under the name of “union.” Practically all the riots and disturbances occurring in the shops in recent years, and slugging and beating up of strikers, have been engineered by this particular agency in league with some of the employers who are hostile to the Union.

Mr. Morris Hillquit, present Congressman Meyer London and President Schlesinger made personal representations to Mayor Mitchel, pointing out the atrocious deeds of this agency. They likewise complained of the gangsters employed by them to the District Attorney Whitman. Why was nothing done to check the misdeeds? Does it not appear as if the complaints of the labor organizations were ignored, while denunciations of union representatives by disreputable gangsters, based on concocted diaries, are given prompt credence?

A few months ago Police Commissioner Woods lectured on gangsterism in the East Side. A member of the Board of Education who was present alluded to the license given hired thugs, slingers and gangsters to pursue their murderous occupation during strikes while the police look on with the utmost unconcern.

Why did not Commissioner Woods try to discover the real source of the evil? If he had, he would have found that employers are at the bottom of it in every strike.

We note that Mr. Heineman, the president of the Manufacturers’ Protective Association, rejoices over the indictment of our representatives. We venture to suggest that until the accused are proven guilty on more reliable evidence than furnished by notorious gangsters Mr. Heineman’s joy is rather premature. Maybe he is highly pleased with the fact that the gangsters refused to “squeal” against their real patrons.

Had the District Attorney’s office and police department looked into the real truth of this matter; had they listened to our representations and requests to abate the gangster nuisance in time of strikes, Mr. Heineman would have no cause to rejoice. It would then be found that the real source of the gangster evil in strikes is connected with employers rather than union leaders.

A few traitors in our ranks have allied themselves with the aforesaid agency whose avowed aim is to break up our Union. One of these, who, having been convicted of bribery, was expelled from membership, and another, who is known to have been in the service of an employer as a thug and strikebreaker, have made themselves notorious in this ugly business, partly out of vindictiveness and partly for mercenary motives.

Here is a vindictive trinity of interests in a vile conspiracy against our Union and its tried and trusted representatives. Here are—(1) employers with grudges against the Union, because they are not permitted to exploit the labor of weak and helpless women and girls and get away with low pay and inhuman conditions; (2) the scab protective bureau, intent on reaping fat rewards from employers if they
succeed in destroying the workers' organization; (3) the traitors whose purpose to use the Union as a hunting ground for crooked and dishonest practices was thwarted by prompt expulsion. All these are violently gnashing their teeth. They are chagrined at the great progress our Union has made throughout the country. They cannot endure the firm standing achieved by us, thanks to the singular devotion and self-sacrificing efforts made by our trusted comrades now under charges. We have known these men since many years; we have worked with them side by side and are not aware of any wrong committed by them. We know them as good and honorable men, incapable of such deeds. Deeds of this kind could more fittingly be laid at the door of the originators of this vile conspiracy.

We believe our people quite innocent of the charges against them, and shall leave no stone unturned to burst the bubble of falsehoods on which they are based. We appeal to the public in general and our members in particular to reflect upon the character of those by whose evidence an attempt is being made to railroad honest men to jail—men whose only crime is that they taught men and women to organize in order to improve their conditions of toil. And as for our Union—it is bound to emerge from this ordeal purified and strengthened. This attempt on the part of our enemies on the life of our organization will unite us in new bonds of solidarity and brotherhood.
in the factories, in many of which men were replaced by women workers, the secrecy in which the workers anxious to organize must conceal themselves for fear of losing their employment, and various other obstacles, the progress accomplished in a period of eight months is truly remarkable. Even in the most favorable period of their existence our Cleveland locals did not have such a large membership as they have at present.

If this rate progress will continue (and we have every reason to think that it will continue) we must soon reach a time when the workers in Cleveland will have a great and powerful union that will afford them ample protection and raise their status considerably. This is the aim pursued by the International and its staff of organizers slowly but very surely, and they will not recede until this aim is thoroughly accomplished.

* * *

CHICAGO COMING

The field in Chicago has been plowed for a considerable time with energy and deliberation. From local reports and statements, submitted to the General Executive Board, Chicago has never been more ripe for a sweeping wave of organization. The workers in the cloak trade are on tiptoe of expectation, and are ready to respond to the call of the Union at a moment's notice. The psychology of the present situation in Chicago is similar to that in New York in the spring of 1910. All eyes are eagerly looking to the Union for relief.

This state of tension is evidence of the low standards in the Chicago factories and of the way the workers are treated by the employers. The condition of the pressers is said to be deplorable. Sub-contracting is rampant. Under this system the workers are doubly deprived of proper earnings and are ground down in other ways. For next to the real employer, who takes the lion's share in profits, the subcontractor has the power to hire and discharge and pay any sort of wages he chooses. It was this system, prevailing in the New York cloak factories prior to 1910, that helped to foster the great revolt of that year and led to the abolition of this together with other accumulated evils.

The question is: Must Chicago go through an operation similar to that performed in New York in 1910 before the present intolerable situation can be remedied? We are addressing this question both to employers and employees. Employers have little to gain and much to lose by permitting the continuance of a situation that must inevitably drift towards a general strike and a dislocation of trade. Employees, on the other hand, have nothing to lose and everything to gain by joining the organized forces en masse. This is the only means to bring the employers to read the signs of the times and grant concessions through conferences and amicable settlement.

To bring matters to a head, the General Executive Board has referred the situation at Chicago to the general officers for action. Steps will be taken to appoint additional organizers and strengthen the local unions.

What has just been said of Chicago is true, more or less, of other centers of the ladies' garment industry—Cincinnati, Toledo, St., Louis, Montreal, Toronto and other centers fully entered into the program of the G. E. B. All these places evince signs of awakening, while, in the Eastern cities—Boston, Philadelphia and places nearer New York the situation is most hopeful. Everywhere the eyes of our people are focussed on thorough organiza-
tion as a means of improving conditions.

* * *

OUR HOPES AND THEIR FULFILLMENT

What is to be done to turn this hopeful situation into real, practical life? How are we to see our wishes finally realized in Cleveland and the movement strengthened in Chicago and elsewhere? The General Executive Board has given the only answer to these questions. It has been decided to raise the per capita to the International by 2½ cents; that is, instead of the present low per capita of 2½ cents, the locals will be required to pay 5 cents for each due stamp. The proposition is to be submitted to a referendum at the earliest possible time, and we hope that the members will vote for it with conviction and enthusiasm.

In the present state of affairs we cannot possibly imagine that the members would set themselves against the convictions, wishes and desires of the most active men at the head of the organization. Nor can we see any reason for their defying the General Executive Board. 2½ cents per member a week will not impoverish any local, while it will place the International organization in a position of more power and greater security.

The argument that the locals need all the income—12½ cents—for dues to the Joint Board and other local expenses will not hold water. We do not deny that they need it; indeed, they could even do with more. No one understands the needs of the locals better than the International officers themselves. But as two blacks do not make one white, so the fact that the locals are in need does not disprove the fact that the International is in greater need. In the ultimate analysis the locals can find a way of easing the situation. They can raise any local shortage in the same way as they have raised extra funds from time to time. This is something that the International cannot do. In any such events it has to do it through the locals, and past experiences has shown this method to be a dismal failure.

If the proposition of increasing the per capita to 5 cents, when submitted to a vote should not be carried by, at least, a large majority, it will mean a rejection of the organizing plans of the General Executive Board. It cannot but mean disapproval of the persistent and tireless efforts of the general officers to prepare and equip the organization for any emergency. Yet we know that our members do not wish to convey any such impression. So far they have signified their approval of every action. They must, therefore, indorse the decision for a 5-cent per capita by their votes.

We call on the local officers to place the proposition before their members in its proper light, so that they may feel that in voting for it they perform a duty to the organization and themselves. The future of the Union depends on a strong International organization equipped with ample funds, and a strong International Union means ample protection for every local union and every member.
The "protocol" between the Cloak Manufacturers' Protective Association and the Cloakmakers' Union has been terminated by the association, as shown by the annexed correspondence between the two bodies. This marks the close of an interesting and rather novel chapter in the relations between employers and workers in this city. The "protocol" was adopted by the employers and workers in the cloak-making industry at the conclusion of a seven-weeks' strike involving no less than 50,000 employees and fought with unusual bitterness on both sides.

The settlement of the strike was largely brought about through the intervention of prominent public-spirited citizens, and the agreement embodying the terms of the settlement was formally signed on the 2nd day of September, 1910. It was a somewhat unique document, styled "protocol", and intended to operate as a "perpetual treaty of peace" between the manufacturers and workers in the cloakmaking industry.

PROVISIONS OF PROTOCOL
Under its provisions a Joint Board of Sanitary Control was appointed, composed of representatives of the manufacturers, the union and the public, and a method was provided for the adjustment of all disputes arising between employers and employees. The supreme instrument for the adjustment of disputes was a standing Board of Arbitration, of which Mr. Louis D. Brandeis was the chairman. The arrangement has worked smoothly for five years and has been adopted by many other trades, principally in the tailoring industry in this city and elsewhere. It has received the warm commendation of the United States Department of Labor, which has described its working in several special bulletins.

The Protective Association, which has now terminated the "protocol," consists of about 200 of the largest manufacturers in this city who together employ about 10,000 workers. The union numbers more than 50,000 members. It is not expected that the termination of the "protocol" will immediately affect the relations of employers and employees in the industry.

A meeting of the Board of Arbitration was to be held in the rooms of The Association on the 13th of May for the purpose, among others, of passing upon the disputes set forth in the annexed correspondence.

THE ASSOCIATION'S LETTER
The letter in which the association abrogates the protocol agreement follows:

"The Cloak, Suit and Skirt Manufacturers' Protective Association.


"The International Ladies' Garment Workers' Union, Joint Board of the Cloak Makers' Union, New York City:

"Gentlemen—Within the past five years, upon repeated occasions, we have been obliged to bring to your attention cases in which shop strikes were either called or condoned by union officials, in violation of the protocol. In 1913, this evil grew to such proportions that we were obliged to go to the Board of Arbitration upon several occasions. In 1913, your chief clerk deliberately and openly justified picketing, and the Board of Arbitration, in clear and emphatic language, made it clear to your officials that there could be no picketing or shop strikes where there was a peace agreement. Notwithstanding the decision of the Board of Arbitration, the evil continued, and your officials repeated the incidents.

"Within the past year, you have questioned the right of the employer to select his staff, to hire and discharge freely upon the basis of efficiency; and to discharge for insubordination in the shop. Again, we were obliged to seek the decision of the Board of Arbitration, and after several sessions and in spite of the board's decision that the power of management, administration and discipline within the shop remained with the employer, your officials reiterated their original contention, making necessary more conferences, more litigation and more sessions of the Board of Arbitration.

"Within the past five years, upon repeated occasions, we have been obliged to bring to your attention cases in which shop strikes were either called or condoned by union officials, in violation of the protocol. In 1913, this evil grew to such proportions that we were obliged to go to the Board of Arbitration upon several occasions. In 1913, your chief clerk deliberately and openly justified picketing, and the Board of Arbitration, in clear and emphatic language, made it clear to your officials that there could be no picketing or shop strikes where there was a peace agreement. Notwithstanding the decision of the Board of Arbitration, the evil continued, and your officials repeated the incidents.

"Within the past year, you have questioned the right of the employer to select his staff, to hire and discharge freely upon the basis of efficiency; and to discharge for insubordination in the shop. Again, we were obliged to seek the decision of the Board of Arbitration, and after several sessions and in spite of the board's decision that the power of management, administration and discipline within the shop remained with the employer, your officials reiterated their original contention, making necessary more conferences, more litigation and more sessions of the Board of Arbitration.

THE CASE OF A. SCHWARTZ & CO.

"In the face of this, and while we were patiently waiting for another session of the Board of Arbitration, we are met with the most flagrant disregard of the protocol we have yet experienced. We refer to the case of A. Schwartz & Co., where the facts are
not in dispute. Since May 4th last, his shop has been in a constant state of turmoil, the entire operating force is now on strike and in spite of communications, oral and written, to you, calling upon you for action, absolutely nothing has been done to stop the anarchy in your own ranks. On the 13th we notified you that picketing was then going on, having begun the day before. It continues to this day and we have not had even an acknowledgement of our letter of the 13th, calling upon you for action.

"This flagrant disregard officially of your duties and our rights, after repeated warning, gives us no alternative except to regard your present conduct as an abandonment of the protocol and the repudiation of its obligations. We see no sense in securing decisions of the Board of Arbitration if these decisions are ignored. And we believe that the time has come for us to inform you frankly that we have lost faith in the efficacy of your organization to join in any rational enforcement of an agreement. It would seem that you do not even control the actions of your deputy clerks. One of them within a few days has insulted one of our clerks, using language unfit to be repeated; another threatens us with a strike on July 15, and a third openly flouts the orders of his superior officers.

"These are matters which we cannot ignore and we are reluctantly brought to the conclusion that although we are nominally at peace, some of your subordinate officials are actively waging war upon us and you fail to stop them. We remind you that the evidence we laid before you in the A. Gershel & Co. case of the 17th inst., in support of the charges against your deputy clerks still remains unanswered by you. Under these circumstances, we fail to see anything to be gained by further, appeal for decisions of the Board of Arbitration, or by conferences.

"We deeply regret that after nearly five years of effort to join in a co-operative work with you, we should now be obliged to come to these conclusions. Very truly yours,

"CHARELS HEINEMAN.

"Chairman of the Executive Committee.

"P. S. Since the foregoing letter was authorized, we have received the letter of Mr. Wishnay, dated the 17th. It fails to change the opinions expressed by us in the foregoing: nor does it comply with our request of the 13th. Especially is that true in view of the fact that at 10:30 this morning, the picketing still continues."

THE UNION'S REPLY

In reply, the union sent this letter, in which it expresses its position:

"May 19, 1915.

"Cloak, Suit and Skirt Makers' Protective Association, 200 Fifth Avenue, New York City:

"Gentlemen—The General Executive Board of the Ladies' Garment Workers' Union and the Board of Directors of the Cloak Makers' Unions, in joint session, have carefully considered your communication of the 17th inst.

"We deeply regret that your association has now seen fit to state its position and intentions in a franker and more direct manner.

"Some of the grievances "recited in your letter are based upon a misconception or misstatement of the facts and others are trivial and frivolous. Your conclusion is indefinite and ambiguous.

"It is not true that we have denied or are denying the right of the employer to select his staff, to hire, and discharge freely upon the basis of efficiency and economy, or to discharge for insubordination in the shop. On the contrary, we have accepted fully and unreservedly the decision of the Board of Arbitration to the effect that the employer has the right to select his staff to suit his own notions and requirements, and that he has the right to discharge his workers or his Board of Arbitration has also decided in clear and unmistakable language that the employers' right to discharge must be exercised in a just, fair and reasonable manner; that any worker deeming himself treated unreasonably and unjustly has the right to make complaint, and that all grievances of discharged workers must be investigated and adjusted on their merits. It is not the union which questions the right of the employer to discharge his workers contrary to the decision of the Board of Arbitration, but it is your association which questions the right of a discharged worker to complain against an unfair discharge in clear defiance of the decision of the board. It is this contention of the employers which is now pending before the Board of Arbitration and for the final decision of which the board is to convene on the 23rd of this month.

WORKERS ENTITLED TO REDRESS

"The union takes the position that the workers are clearly entitled to a method of redress of their grievances based upon acts of alleged unfairness and injustice on the part of the employer in view of the fact that they are supposed to surrender their only other instrument for the redress of such grievances, the right to strike. The union is ready to defend this very reasonable position before the board and is prepared to abide by the decision of the latter. Your association, on the other hand, seems to have but little confidence in the position of the employers and apparently seeks to evade a clear-cut decision of the board on the issue which it has itself raised. Under these circumstances it comes with ill grace on the part of your association to charge the union with ignoring the decision of the Board of Arbitration.

"We also take exception to your statement that in the case of A. Gershel & Co., your charges against our deputy clerks 'still remain unanswered by us.' In that case your association charged one or two of our deputy clerks with improper conduct; 'Our union charged the Executive Board of your association with highly offensive and improper methods in connection with the alleged investigation of the shop.' This is the case. Both charges, at your own request, were to be presented to the Board of Arbitra-
tion. We always were, and still are ready, to meet the issues in a hearing before the board.

In the case of A. Schwartz & Co., the right of罢工的 employees of that firm have been respected by the union, and in defiance of the express orders of the responsible union officials. The union has publicly disavowed the strike and purpose to discipline the strikers.

"Neither the union nor the association can physically enforce compliance with the terms of the protocol on the part of their respective members. However, they can do is to insist that their members live up to the obligations of the collective agreement, and to discipline such members as fail to do so. This is all the association has ever been called upon to do, and all the union has the power to do. In this connection we wish to call your attention to the fact that the instances of instigation on the part of our members in the course of the five years of our mutual dealings under the protocol have been so very rare as to be almost negligible. On the whole, the union has fully lived up to the covenant, struck the last strike and the industry has enjoyed a period of industrial peace quite unprecedented in the annals of its history. The very fact that you have to go back for other similar alleged violations to cases which occurred in 1913 and have been fully adjusted, and to the conduct of a former clerk of this union, who has resigned from office more than a year ago, proves this assertion on our part.

CHARGES VAGUE

"We must refuse to consider your vague charges against our deputy clerks, whose names you do not mention, whose offenses you do not specify, and against whose acts you have never lodged official complaint. We always have shown readiness to adjust all fair grievances which your association may have against our members or officers.

"In view of the fact that your association has permitted its chief clerk and president to publicly attack and vilify our union, and that you even allow the office of chief clerk of your association to remain vacant, thus evidencing no intention to continue the established machinery for adjustment of disputes between the members of our respective organizations, we cannot take seriously your general and indefinite charges against some of our subordinate officials.

"That we should hold different views on the subjects of your communication is a position neither novel nor striking. Disputes on various points have often arisen between our respective organizations and the agreement between us provides for a method of settlement of such disputes. What is novel and striking in your communication is your expressed determination to withdraw the present disputes from the decisions of the Board of Arbitration and to take their adjustment into your own hands. In this connection we wish to state that you regard our 'present conduct' as an abandonment of the protocol and the repudiation of its obligations.'

"The protocol gives each party the right to abrogate the instrument at will. We have not chosen to exercise that right, and we certainly cannot recognize your power to exercise that right for us and in our behalf. If your association has decided to abrogate the protocol it must do so in its own behalf, taking all the responsibility for the act. We must, therefore, urgently request you to state, in straight and unambiguous language whether your expression, 'We fail to see anything to be gained by further appeals for decisions of the Board of Arbitration or by conferences,' means that your association has chosen to abrogate the protocol between us or what other meaning, if any, you attach to that expression.

"Very truly yours,

"INTERNATIONAL LADIES' GARMENT WORKERS' UNION.

"Benj. Schlesinger.

"BOARD OF DIRECTORS CLOAK AND SKIRT MAKERS' UNIONS.

"Elmes Rosenburg.

THE ASSOCIATION'S REPLY

The above letter was answered by the association as follows:

"The Cloak, Suit and Skirt Manufacturers' Protective Association,


"International Ladies' Garment Workers' Union, Joint Board of the Cloak and Skirt Makers' Unions, New York City:

"Gentlemen—Your letter of the 19th inst. wholly misconstrues our letter of the 17th inst. and evades the real point. Let us repeat: We believe the time has come for us to inform you frankly that we have lost faith in the efficacy of your organization to meet the issues in a hearing before the board. We have not asked the gentlemen of the board who have made so many sacrifices to spend more of their valuable time making decisions, which you admit you cannot enforce upon your members, even if it were a simple matter as picketing and shop strikes.

"Our letter was intended to convey to you in simple language that our mutual official relations were severed and severed by your acts. Very truly yours,

"Charles Heineman.

"Chairman Executive Committee"

To this the Union replied as follows:

"May 20, 1915.

"Cloak, Suit and Skirt Manufacturers' Protective Association, 20 Fifth Avenue, New York:

"Gentlemen—Your letter of even date informs us that your mutual official relations are severed. The only construction that we can place upon the statement is that your association has abrogated the protocol between our
respective organizations. Your assertion that the relations were severed by our acts is meaningless. The decision comes from you, and we accept it as such.

"As to the meeting of the Board of Arbitration scheduled to be held on the 23rd of this month, the hearing has been ordered by the board and we have been asked to attend. Unless the board should call off the meeting on its own motion, we shall consider it a duty of courtesy on our part to comply with the request.

"Very truly yours,

"INTERNATIONAL LADIES' GARMENT WORKERS' UNION.

"BENJ. SCHLESINGER.

"President.

"BOARD OF DIRECTORS CLOAK AND SKIRT MAKERS' UNIONS.

"ELMER ROSENBERG.

"President.

Statement by the Cloakmakers' Joint Board

Abrogation of Protocol Will Benefit Rather Than Hurt the Union

At an enthusiastic and impressive meeting held Saturday, May 22, 1915, considered historical in importance, the Joint Board of the Cloakmakers' Union has decided to issue the following statement:

"The abrogation of the Protocol by the Cloak Manufacturers' Protective Association will have very little effect on the workers in the trade. The Cloak making industry in the City of New York is represented by about 2,000 employers and between 50,000 and 60,000 workers, men and women. The Protective Association is composed of about 20 manufacturers, who together employ about 15,000 workers. Another Association of employers in the same industry, known as the United Cloak, Suit and Skirt Manufacturers, represents a similar number of manufacturers and about 10,000 workers. The remaining employers in the trade, about 1,500 in number, with a total of from 25,000 to 40,000 employees, are and always have been unorganized.

UNION HAS MAINTAINED STANDARDS

"Practically all the workers in the trade, whether employed by members of the Protective Association or United Manufacturers, or by 'independent' employers, are organized in the Cloakmakers' Union. The Union has at all times during the last five years been able
to maintain union standards of work hours, wages and shop conditions in all cloakmaking establishments throughout the City, whether the owners of such establishments were organized or not. The difference in the relations between the Union and employers of the three classes above enumerated have been one of methods for the adjustment of disputes, but not of terms and substance.

"The agreement between the Protective Association and the Union, styled the 'Protocol', provided for a very elaborate machinery for the adjustment of disputes. The relations between the Union and the United manufacturers are based upon a similar understanding, and those between the Union and the 'independent' employers are regulated by individual written or oral agreement.

NO TROUBLE EXPECTED

"The abrogation of the 'Protocol' on the part of the Protective Association means that the members of that Association will henceforth not deal collectively with the Union and the latter will have to regulate the relations between the members of the Association and their workers in the same manner as with other 'independent' manufacturers. Instead of dealing with 1,500 'independent' manufacturers as heretofore, the Union will have to deal with 1,740 'independent' manufacturers. This will cause no difficulty to the Union, but may on the contrary be a relief to the Union and to the workers in the Protective Association shops.

"When the 'Protocol' was entered into between the Cloakmakers' Union and the Protective Association in September of 1910 at the close of a prolonged and bitter general strike, it was a document of great social importance. The instrument devised by a number of prominent and public spirited citizens, sought to establish the relations between employers and employees on a high plane of mutual fair dealing, based upon the recognition of the rights of labor as well as those of the employers, and for several years the arrangement has worked well, and has no doubt served to induce more human and civilized standards in the shops.

HOW TROUBLE GREW

"Within more recent times, however, the men who were most directly instrumental in adopting the 'Protocol' on the part of the employers lost control of the practical administration of its provisions, and the leadership of the Association passed into the hands of a set of men who never had been in sympathy with the original object and spirit of the 'Protocol', and who saw in it an instrument for constant petty bickering and disputes rather than a devise for broad and liberal treatment of the relations between the employers and workers and for the general raising of standards in the industry. The result was endless technical litigation before the Board of Arbitration, and a general antagonism and bitterness, which, particularly during the last six months, have made the 'Protocol' a burden upon the Union rather than an asset.

"The Union, nevertheless, made every effort to observe its agreement in letter and spirit, and patiently met all arbitrary and specious contentions on the part of the members of the Protective Association. The patience of the Union was tried to the utmost when the Association finally made an attempt to deprive the workers of their right to complain against unreasonable, unfair and unjust discharges, while at the same time holding them to their agreement not to strike under any circumstances. This contention was taken to the Board of Arbitration for adjudication, and is technically still pending before the Board.

BOARD INDICATES ITS VIEW

"While the Board has not formally passed upon this dispute, its members have made no secret of their feeling that the claims of the employers were entirely untenable. The formal decision of the Board was to be rendered at its next meeting, and it was no doubt in order to evade an adverse decision that the Protective Association declared this sudden break with the Union. It is quite likely that the Association is choosing this time for the official rupture with the Union considered as particularly opportune in view of the criminal prosecutions recently instituted against several of its prominent members and leaders.

"Those prosecutions emanating from the most polluted sources of the city's underworld, aided and abetted by professional strike-breakers and employers of the worst type, and based on perjured testimony of dissolute characters, were instituted as a part of a planned general onslaught on the organized Jewish workers of this city, and the gentlemen of the Protective Association apparently could not withstand the temptation to join in that onslaught.

ASSAULTS WILL FAIL

"The assaults upon the Cloakmakers' Union will prove entirely futile.
"The Union of the cloakmakers does not exist and never has existed by the grace of any association of manufacturers or by virtue of the 'Protocol'. It owes its strength to the feeling of solidarity and to the devotion and enthusiasm of its 50,000 members, men and women, who have long recognized that their Union is their only protection against human exploitation and ill-treatment which has been their lot before the advent of the present Cloakmakers' Union. The Union will remain intact after the abrogation of the 'Protocol' as before.

"The loyalty of its members and the faithful devotion of its officers and leaders will be increased rather than weakened by the assaults on the organization and with the removal of the constant disputes with the Protective Association, which have heretofore monopolized the greater part of its time, attention and resources, the Union will now be free to devote itself entirely to its main object, that of the protection of the workers against exploitation and humiliating treatment on the part of the employers and the preservation of decent standards of work and life for all men and women toiling in the cloak-making industry."

**General Executive Board in Session**

**EXTRACTS FROM MINUTES**

The fourth quarterly meeting of the General Executive Board was held at Morrison Hotel, Chicago, Ill., Monday, May 3rd, to Thursday, May 6, 1915.

President Schlesinger in chair and all the members were present.

On motion of Vice-Presidents H. Dubinsky and J. Katz, the following resolution was adopted:

"Whereas, the General Executive Board of the I. L. G. W. U. is having its quarterly meeting in Chicago and

"Whereas, in 1886 five labor men were put to death by capitalist greed in the city of Chicago, and

"Whereas, the Chicago martyrs still live in the memory of organized labor, be it therefore

"Resolved, that the members of the G. E. B. visit in a body the graves of the martyrs."

**President Schlesinger's Report**

To My Colleagues on the General Executive Board, Greeting:

The minutes of the meetings of the New York members of the General Executive Board will give you a clear idea of the present relations between the manufacturers' associations and our cloak and skirt makers' locals in New York City, and also of the work done in this connection by your executive officers.

You will see from the minutes that we have had a very serious dispute with the United Cloak and Suit Manufacturers' Asso-
mediate Action has no right to interfere. In view of this attitude on the part of the Association, the situation became so strained that to a certain extent it was impossible to maintain the usual relations between the Union and Association, and at a joint conference of representatives of the International, Joint Board, and Protective Association we arrived at the conclusion to refer the matter a third time to the Board of Arbitration for a final and unmistakable definition of their decision as to which party's interpretation is correct. (In regard to the interpretation of the decision by the two respective parties, and the propositions submitted by us at the conference with the Association for a standardization of prices, you will find particulars thereof in the minutes of the New York members of the General Executive Board.)

The Board of Arbitration went into session on Friday, April 9, and conferred with each party separately. The Board's plan was to hear the claims of each party before both sides met jointly in conference and, if possible, to adjust the difficulties by mediation. Should this plan fail, then the Board will render a decision. On Friday, April 9, the Board heard the representatives of the manufacturers, and on Saturday and Monday, April 10 and 12 respectively, our representatives were given a hearing. We have laid before the Board all details as they affect us. We have expounded our views upon all matters of difference with the Association. We have endeavored to enlighten them in regard to the evils existing in the trade, and we have shown how our proposition for standardization of prices could check the evils.

As already alluded to, we thought that the joint conference would be held soon after the separate conferences or hearings, but our hopes were not realized. While the separate conferences were proceeding, Mr. Louis D. Brandeis was appointed special counsel in a case now conducted by the Federal Government against the Riggs National Bank of Washington, D.C., and he was compelled to postpone the conferences. Mr. Brandeis assured us, however, that he will come to New York on the first opportunity presenting itself, and the Board of Arbitration will attend the joint conferences and render decisions on all matters of difference with the manufacturers.

Mr. Brandeis repeated this assurance to us and the officers of the Association on Sunday, April 25th. He will be able in a few days to name the date of his coming to New York to be present at our joint conference and render a final decision.

Within the last two months we had two conferences with the United Association of New York City, going over the contents of an agreement submitted to us by the Association. We offered them a counter proposition which was to meet the vital points contained in their proposal. Meanwhile, we learned from the trade papers that this United Association was negotiating to amalgamate with the Protective Association. In passing, I might say that we were not informed officially of this movement on their part. At any rate, no more conferences were held with them since, and the propositions, as it were, hang in abeyance.

During the latter part of February and the beginning of March I went for a ten days' trip out West, and visited Cleveland, Cincinnati, St. Louis and Chicago. I kept in close touch with our people in each city I visited, met the Joint Boards and the Executive Boards of the various locals, and addressed mass meetings. In general, I found a lot of life and genuine determination among our Western people to build up strong local organizations. In almost everyone of these cities they are planning for an extensive campaign for the coming season, a campaign of agitation and organization to accomplish their aims. Upon coming back from the trip I have, to keep my promise made to them, prepared and sent out a series of agitation leaflets for distribution among the workers of each city. The response and comments upon the leaflets from each and every one of these localities was most favorable, and all reported that they had a stimulating effect on the spirit of organization among our workers.

During the last few months we have had a number of conferences with the Children Dress Manufacturers' Association of New York pertaining to their relations with our Local No. 50. Since this local union has gained considerably in strength lately, it has become clear to us that a thorough revising of the most important points of the agreement of 1913 was highly necessary. The relations between the Association and the Union during the times of the depression in the trade, for the last year or so, have become largely a dead letter, and unless vitalized it may indeed become questionable as to whether these paper
relations might not act to the detriment of our workers in the trade.

The imperfections of the price-settling clause in the Philadelphia agreement have become strongly obvious of late. We have endeavored in view of this to present a number of amendments, embodied in a list of demands to Director Porter, and have arranged for conferences to take up these demands for discussion and decision. We expect to obtain some distinct advances over the past practices in settlement of prices for the coming season in Philadelphia.

I went to Boston at the end of April to settle a sharp controversy which had arisen in one of the Association shops, called out by an urgent telegraphic appeal of the manager of the Association and our own representative in Boston, Bro. Rosenberg. In brief the trouble was as follows: four workers of the shop of Glickman and Newhoff, who persistently violated the rules of the Union in regard to working overtime on Saturdays and Sundays, had been expelled from the Union, and when the firm refused to discharge them the workers struck and would not return until these expelled members went down. I spent there five full days until I succeeded in straightening out the tangle that developed around this case. The tension and excitement about this controversy was quite considerable. We succeeded in reaching a very satisfactory settlement for the Union; the people went to work and the four, expelled men were sent down on the very same day.

Mr. A. J. Weiss acted as the arbitrator in this case, and I wish to mention here that he has unselfishly devoted a great deal of his time and energies to the settlement of this trouble.

We have likewise made arrangements for a series of conferences with the Boston Association where a number of amendments to the local Protocol will be submitted and gone over.

Respectfully submitted,

B. SCHLESINGER,
President.

Report of Secretary-Treasurer
Sigman.

Fellow Members of the G. E. B.:

In the early part of February, upon returning from the Baltimore meeting, President Schlesinger proposed to the New York Joint Board to start an active agitation among the cloakmakers of New York in order to bring them in closer touch with their unions and to bring more life into the locals. We engaged Brother H. Weinberg of Philadelphia for this work, and with the assistance of the district managers and complaint clerks of the Joint Board offices, we called district meetings of shop chairmen at all the Association shops and district membership meetings. Most of these meetings were well attended and an excellent impression was made upon the rank and file. They drew nearer to the organization as a result.

THE MONTREAL AND TORONTO LOCALS

In March I spent a few days in Toronto and was present at two member meetings and at a meeting of the local joint board. Owing to the very busy state of the cloak trade in that city the meetings were not very successful. I believe that my presence there stimulated activity among the locals and led to the subsequent adoption of the plan of a sick benefit fund and the raising of the weekly dues to 25 cents per week.

From Toronto I went to Montreal and spent a week there. I visited a few local meetings, a joint meeting of the executive committees of all the locals and a mass meeting which was attended by over five hundred workers. Generally speaking, I regard the situation both in Toronto and Montreui favorable for organization. If the plans we have laid out will be carried out by our locals in both these towns, it will be possible for us to reach an understanding with the Canadian manufacturers for the fall season. Bro. H. Weinberg has just now completed a two-weeks' trip to Canada for agitational purposes.

The locals in Toronto and Montreal suffered a great deal through the war. The injury done was due not so much to the actual bad conditions in the cloak trade as to the prevalent fears for a great industrial crisis that everyone believed was bound to come. Our members lost their "nerve" and some of the locals were weakened in consequence. Locals 19 and 102, the Montreal Cutters and Raincoat Makers respectively, managed to preserve their organizations intact and have even made progress. They have since adopted a system of sick benefit and unemployment funds for their members.

THE WAIST MAKERS OF MONTREAL

I have met and discussed the conditions of their trade with some of the active members of the Montreal Waist Makers' local—all Jewish girls. They had already about 300 girls in
the Union; but the great majority of the
Montreal waistmakers are Frenchwomen, about
2,000 in all, and owing to difficulties of lan­
guage they cannot be influenced to join the
local. We sent them some circulars in the
French language to distribute among the girls.
A French organizer from Montreal was recom­
mended to us and we are investigating his
proposition.

MASS MEETING IN PHILADELPHIA

I attended a general member meeting in
Philadelphia on April 16th. The meeting was
a success. The entire situation since the set­
tlement of last fall was reviewed, particularly
with reference to the prices of last season.
The causes that brought about the very small
earnings of the Philadelphia cloakmakers last
season were due to the poor system attending
the settlement of prices in the shops. The
adopted rule that workers are obliged to make
new work at the price offered by the employer
pending adjustment of prices proved to be
very harmful to them, as in many instance*
the left of garments would be finished before
the adjusters would come to settle prices. It
was also declared that samples for the spring
season in most shops were made at such prices
that would not permit the sample makers to
earn more than $12 or $13 per week. The
unanimous opinion and spirit of the meeting
was that a definite-modification of price srt-
iliug must be established to enable the work­
ers to have their say in regard to the prices
before the garments are made. There were
about 1,300 cloakmakers present at the meeting
and it made on me a very good impression.

THE EMBROIDERY WORKERS’ LOCAL

Our Embroidery Workers’ Local No. 5 and
No. 6 are in the same condition to-day as they
were three months ago. Notwithstanding trade
improvements and very poor earnings, it is
difficult to organize them. In New Jersey,
Brother Dubinsky has been doing organizing
work among them. We have placed a man in
New York to assist the organizer of Local
No. 6, but after staying with them for a week
he refused to continue, claiming that the mem­
ers of the local were not willing to help him
do the work and that the German workers
are a difficult element to organize. I believe,
however, that an organizer of ability would
succeed in building up an organization in this
trade.

A STANDARD OF EARNINGS FOR PIECE
WORKERS IN NEW YORK

Among the numerous problems that have
been placed, during the last three months, be­
fore the Arbitration Board, the question of a
standard of earnings for piece-workers has
come to the front. Numerous meetings, large
and small, were held by our local unions to
discuss this question, and the sentiment of the
membership is very strongly in favor of the
measure. Local No. 9 is conducting a move­
ment for a 60c per hour average basis for
tailors, and Local No. 2 is conducting a similar
agitation for a 75c per hour standard for op­

ers. This question has now been sub-
mitted before the Board of Arbitration, to­
gether with the other questions. Local No. 10
is also anxious to get a decision on their re­
quest for an increase of wages referred to the
Board as far back as 1913, together with simi­
lar requests from the pressers and sample
makers. The Cutters have requested the In­
ternational to ask the Board to arrive at a
decision without further delay. The minutes
of the New York members of our Board and
the report of President Schlenger will give
you a good idea of the situation in connection
with the Protective Association, and also of
the outcome of the controversy we have had
in February with the United Cloak Manufac­
turers’ Association.

LADIES’ TAILORS AND DRESSMAKERS
LOCAL No. 38

The general office has been of great assist­
ance to Local No. 38 during the last few
months. We have paid the salary of their
business agent for twelve weeks, and we have
often visited their board meetings. They are
at present discussing the adoption of our
recommendation to have their dues raised to
25c per week in order to place the local on
a self-sustaining basis and the establishment
of a sick benefit. Otherwise the local is pass­

THE WRAPPER AND KIMONO WORKERS

Local No. 41 has been hit very hard for the
last year and a half owing to a very long
depression in their trade. In consequence,
their members lost heart and neglected their
local considerably. Of late signs of work re­
turning to their shops have become apparent,
and some of their active members have re­
quested the general office to do something for
the revival of this local. We have placed Bro. S. Prisamt for a period of four weeks to see what can be done to reorganize the Wrapper Makers.

CHILDREN’S DRESSMAKERS, LOCAL No. 96

The general office paid the salary of Bro. M. Sirota, serving this local, for eight weeks. Now he is engaged directly by the local. The Children’s Dress Makers have succeeded during the last three months in organizing a portion of their trade. In view of the money and energy spent on this local better results should have been achieved.

BROOKLYN LADIES’ TAILORS, LOCAL No. 65

Local No. 65 was during this quarter assisted financially by our office. In our opinion this local would achieve better results by amalgamating with their New York fellows. They have not enough, neither in means nor in material, to build up a substantial organization by themselves. We have done for our other locals in New York and elsewhere all in our power and have attended many of their board and members’ meetings.

THE WAIST TRADE IN NEWARK, N. J.

We have recently put in the Newark office a woman organizer, Miss Mabel Craig. She is doing pretty good work at present, preparing the ground for an active agitation in the near future.

AGITATION IN THE WAIST AND DRESS TRADE IN PHILADELPHIA AND CHICAGO

We have appointed Brother A. Silver, of New York, as organizer of the Philadelphia waistmakers, in connection with Local No. 13. His work has already been productive of good results. The local has been brought back to life and is doing very good organization work. Several hundred new members have joined the Union and the prospects for the near future are excellent.

In Chicago, Miss Rose Schneiderman is conducting a lively agitation among the local waists and white goods workers and is meeting with success.

Baltimore Cloakmakers and Ladies’ Tailors

Local No. 4 of Baltimore has passed through a severe strike in a large tailoring shop. The strike was brought about through the change of week to piece work in that shop against the wishes of the tailors, and lasted six weeks. We assisted the local with $150. In accordance with our advice the strike has since been discontinued. Brother I. Etkin is in charge of the local, and he promises to do good work for the organization. As their treasury is depleted, we have donated $50 to enable them to resume activities for the present.

THE “LADIES’ GARMENT WORKER”

I would propose that the Board should consider ways and means of enlarging the usefulness of our official organ, the Ladies’ Garment Worker.

PER CAPITA TAX TO THE INTERNATIONAL

It is incumbent on this Board to take up the question of the per capita tax, paid by the locals to the International, for earnest consideration and to come to a definite decision. It is clear that we cannot continue in the old way. This General Executive Board was elected to do everything in its power to place the International on a powerful footing and make it influential in our industry. I maintain that in order to make this possible, the International office should receive a higher per capita.

We have received the engraved resolutions which our Cleveland convention has decided to present to the ex-general officers of the International Union—Bros. Rosenberg, Dyche and Polaskoff. I would request you to elect a presentation committee to hand these resolutions over to them.

In conclusion, I wish to state that our locals throughout the land are showing signs of renewed activity, and I am convinced that this is of lasting and permanent nature. Campaigns of organizing work have been mapped out in several places, and it is up to us at present to continue to direct this work. I hope you will consider favorably every question in my report.

Respectfully submitted,

M. SIEGEL,
General Secretary-Treasurer.

Reports of Organizers

VICE-PRESIDENT DUBINSKY’S REPORT ON WORK IN NEW JERSEY

To the General Executive Board, Greeting:

Considering the exceptionally unfavorable territory of New Jersey for organizing work and the general depression of trade which lasted till the beginning of last March, we feel highly satisfied with the results accomplished.
Fifty shops, with a working capacity of 600 machines, employing approximately 1,800 people, have moved out of New Jersey.

The amount of damage those fifty shops have done to our Union in New York can easily be imagined. We have eleven shops more under the Union's control. They are not strictly union shops. Union conditions cannot be enforced in those shops, because the workers do not cooperate for that purpose. They claim that they would lose their work if they should strictly adhere to their rights as union men. On the other hand, as soon as the shops are unionized, they move back to New York. We are satisfied under such circumstances to have partial control.

At the beginning of last March, at the time the United Association had challenged the International Union, the people of H. Markowitz, an officer of the United Association, were on strike. The firm made an attempt to have its work done in New Jersey in three shops, considered desperately hostile against the Union. The prompt action of our office prevented Markowitz from getting his strike work done, and the shops that came to his assistance were compelled to settle with the Union. This clearly demonstrated that whatever hopes manufacturers might have had in using New Jersey as a suitable place for their strike work in their fight against our organization were in vain.

The workers of other shops in New Jersey actually begged us to help them. There was a favorable sentiment among the workers to improve conditions, and we laid this matter before the Board of Directors of the N.Y. Joint Board. To our regret, a committee appointed by the Board of Directors after some delay recommended to postpone action. We felt disappointed with that decision, as it was then a favorable time to bring the sub-manufacturers under control. We continued, however, to make them uncomfortable, preventing them from getting help. We realized the scarcity of finishers, and sent many of them back to New York, thereby handicapping the sub-manufacturers in the finishing department.

Cloakmakers began to feel more independent and made demands for higher prices in every shop, threatening to join the Union. The prices were raised almost in every shop, and that also served to make the stay of sub-manufacturers in New Jersey unprofitable.

We were threatened with destruction unless we stopped our organizing work in New Jersey. The dynamite bomb planted in our office was meant to send us skyward or to jail, but this attempt failed completely. Then we were evicted from our office and had to get other headquarters.

The seven or eight sub-manufacturers who moved in since August 15, 1914, found that their stay in New Jersey would be only temporary. There are still some seventy shops to be tackled. These shops have to comply with the factory laws of New Jersey. Through the efforts of Brother J. Jennings, the Labor Commissioner of the State placed a special woman inspector to look after the cloak shops. The factory laws will now have to be enforced.

Local No. 10, for reasons known best to themselves, rejected applicants for membership that came through the channels of this office. We could not realize what benefit Local No. 10 would derive by refusing membership to cutters of cloaks and suits in New Jersey. It is quite true that the supply of cutters exceeds the demand; still, it is more beneficial to have these non-union cutters in our ranks than outside of our ranks.

EMBROIDERY WORKERS

Local No. 5 of the embroidery workers has suffered much owing to the fact that the general strike of last year did not materialize. They called two shop strikes, but we were not consulted. They notified us of the strikes when it was too late to use our efforts to adjust them satisfactorily.

The general depression in the embroidery trade also had a bad effect on the Union. We have devoted some time to the embroidery workers. During four weeks we held five meetings with them. The response was not very satisfactory; still, progress was made. We have organized a section of the Italian workers, and an effort will be made to get all the Italians into the Union.

We must bear in mind that the embroidery workers cannot be organized in the same manner as cloakmakers. With them it is a matter of conviction. Even the Italians in this trade are not the Italians we are accustomed to meet in the needle trades. They are from the northern part of Italy, slow in their action, but once they organize, they remain organized. If we could possibly spare M. Durante, for the Italian section of the embroidery workers, very satisfactory results would be accomplished. Conditions prevailing now are partly the cause of the local's slow progress.
The progress of the local of waistmakers and white goods workers, organized last winter, was halted through a certain discharge case in the Howard Waist Company, mentioned in our last report. When Miss Mabel Craig was placed as organizer in Newark the organization work in Newark assumed its proper course. Miss Craig is doing the work under the direct guidance and advice of Brother Jennings. This office is closely in touch with the Newark office. We must have patience as to actual results in Newark. Miss Craig is working systematically in spreading unionism among the girls in Newark.

At present the organization work must proceed quietly. By the approach of the next season the girls will be ready for action. The Essex Trades Council is helping along.

Up till now we have won every strike we had. Our calculations materialized to the minutest detail.

Brothers Jennings and Durante have performed their duties in an admirable manner.

Respectfully submitted,

H. Dubinsky.

Vice-President Koldofsky's Report

President and Members:

As you will recollect, a telegram was received at our last meeting of the General Executive Board in Baltimore from the Joint Board of Montreal that a strike had been declared at the Regal Shop and that my presence was wanted there. I was directed by our President and Secretary-Treasurer to proceed immediately to Montreal and try to settle the dispute, but on my arrival I found that no such strike had been declared. The Joint Board was just considering whether or not to call that strike. The employees of the shop, having gone through a terrible crisis of several months' duration, and having no prospects for a quick settlement or for strike benefit, were unwilling to participate in such strike.

After going through the entire situation, I was convinced that it was inopportune to call a strike at that time, even for such an important demand as the abolition of the contracting system in the pressing department. I therefore induced those of the Joint Board who clamored for a strike to wait for a better opportunity.

I remained in Montreal for three weeks, during which time I continued the organizing work and acted partly as business agent. From Montreal I proceeded to Toronto, where I found conditions even worse than those in Montreal, because in the latter city a good many of the cloakmakers were busy on military work, whereas in Toronto there was very little military work at that time. The state of affairs in the Union had not improved either. Very few members were paying dues and the services of the business agent had to be dispensed with. We felt, however, that it was necessary to start an active and wide organizing campaign, and prepare the outstanding members for any change that might occur.

With this object in view, I at once formed an organization committee to help me do the work. We started by calling shop meetings every evening and spreading leaflets. The attendance at these and other meetings gradually improved. Soon after, work commenced, and with the improvement of conditions in the trade our field of activity and organizing work proportionately increased. Suddenly the shops were so much invaded by work that it was impossible for many employers to obtain sufficient hands, and the people worked unusually long hours overtime which prevented many from attending meetings. The paying of dues greatly improved.

Together with my general organizing work, I strongly agitated for higher dues and various benefits for the members in our Union. In this agitation we were assisted by Brother Sigman, who stayed with us for several days. Bro. Sigman helped us to work out a plan of benefits and an increase of the payment of dues in proportion. The dues have been increased now to 25 cents per week. For the extra 10c each member in good standing will be entitled after six months' membership to $6 per week for twelve weeks in the year, in case of illness, and to $100 in one sum, as tuberculosis benefit.

With Brother Sigman's consent we decided to publish a bulletin giving all trade information and dealing with problems of organization. I have now issued three numbers. The first number was published at the expense of the general office, but the subsequent numbers were paid for by the local Joint board, which has decided to publish the bulletin fortnightly. These bulletins and the leaflets received from the general office have helped to revive our organization. For the last few weeks several hundred members have joined the Union, in-
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Including those who came in at a reduced rate. At present we have about 660 members in good standing, but members keep on joining daily and our Union stands now on a much sounder basis than ever before.

Brother Weinberg, who visited us last month, drew big crowds at his meetings. He chiefly agitated for abolishing overtime in the trade and for introducing as many benefits as possible. I succeeded in enlisting the interest of the press in our doings, and most of the influential English dailies, as the Globe, etc., spoke editorially of our organization, and very sympathetically.

In conclusion, I take the opportunity in expressing my thanks to friends and Brothers J. Glickman, former Vice-President Lapidus, N. Rotstein and H. Krooger, who have assisted me very much in my work and have done their utmost for the welfare and the building up of a strong cloakmakers' union in Toronto.

Respectfully submitted,

S. Koldofsky,
Vice-President.

Vice-President Amdur's Report

To the Members of the G. E. B., Greeting:

During the last three months our locals in Philadelphia have passed through a hard time. At times we thought that all the work and energy spent in building up our organization since the agreement was signed would be wasted, effort.

In January, after spring samples had been completed, our people started to settle prices. Being impatiently anxious to get work, not having had a real season's work since the general strike, they settled garments in all the shops at very low prices. This would not have been so bad if the season had started normally, as in former years. But this year, January and part of February passed without any prospects of work. Quite naturally the manufacturers took advantage and cut low prices still, lower, and the Union was not in a position to provide a remedy.

In the beginning of March, the season started with a rush. The people began to work unlimited hours in order to earn a week's wages. Gradually a new life began in the organization. Now, the season being over, we have a chance of calling our members to shop meetings and talking to them. Great activity is going on in the majority of the shops, and the income of the Joint Board is much larger now than it was during the busy weeks. The reason for this activity is the fact that our members were not satisfied with the workings of the agreement signed with the manufacturers' Association. The Union announced its determination to make some changes in the agreement and get better conditions for the coming fall season, and the announcement spread like wildfire among our members and brought new life into the organization.

Our agreement, as it is now, is a very dull instrument to work with, for the reason that the most important points are either not mentioned or not clearly specified, so that it works both ways and often contrary to the interest of our members. It is true that at the time when the agreement was signed we won a great victory. Considering that a year before we had lost a general strike, we could not have expected anything more or better. The main thing we did gain by this agreement was the recognition of the Union, which makes it possible for us now to talk about betterment of conditions for the coming fall season which we hope to obtain.

The following changes are most desirable:

Our agreement does not mention anything about union and non-union men. Our manufacturers as all others are antagonistic to union men in the majority of the shops, especially where the non-union men are in a minority. These are getting the preference, while union men are in many cases discriminated against. Even in those shops where they are treated both alike, the union men are dissatisfied, claiming that while they pay dues, the man that sits next to them doesn't pay a cent to the Union and still enjoys the same benefits. We therefore must try to get preference for union men.

Our agreement does not mention anything about samples either. The manufacturers took advantage of it, and last season, in the majority of the shops, samples were made by piece and the best sample makers were working for $8 and $10 per week. Naturally, these low prices paid for samples were, to a certain extent, responsible for the low prices settled on stock garments last season. Therefore, we must have the question of samples provided for in the agreement.

As to the question of setting prices, our agreement provides that prices should be settled by the employer with a committee selected by the people of the shop, but this particular clause is so vague that it works
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injurious in many cases and will have to be modified. There are other, more or less important, points which are to be inserted or changed in the agreement.

President Schlesinger took the matter up a few weeks ago and we were almost ready to confer with the manufacturers, but the situation in New York has caused delay.

Until now we have done in Philadelphia the best that possibly could be done under the circumstances. This is shown by the fact that, while work in the shops is dull, the income of last week amounted to over $700.

There is one aspect of the situation in Philadelphia which we feel concerned about. It seems there are few active men among the cutters who would be willing to devote their time and activity to the organization. We are organizing now the waist and dressmakers of Philadelphia, and there are a couple of hundred cutters working in that line, so that the field of organizing the cutters in Philadelphia is now much larger, and the General Executive Board will have to devise some plan how to organize them.

At the last quarterly meeting, Vice-President Baroff and myself were appointed a committee to take up the waist and dress situation in Philadelphia. As a result the general office has appointed Brother Silver, who was formerly connected with Local No. 25. He has been working now a few weeks, and I think his work is very successful. The field in this line is ripe, and the girls are anxious to have an organization. Several hundred girls have enrolled as members, have paid their initiation fee and are also paying dues. Some of these girls are very active, trying to bring other girls into the Union. There is no doubt that in a short time we will have a very strong and solid organization of waist and dressmakers in Philadelphia. The only difficult element to organize are the gentle girls, and an English-speaking organizer is necessary to talk to these girls. There are a few thousand of them in the trade.

The pressers of Local No. 2, Philadelphia, have at their section meetings lately expressed themselves in favor of week work instead of piece work. I invite you to express an opinion on this change of mind, in view of their firm opposition to week work in the past. There would be a special meeting of pressers held soon to discuss this question, and it is advisable that the Board assign a speaker for that meeting.

Respectfully submitted, M. AMBUL

Organizer A. Rosenberg’s Report

President and Members of the G. E. B.:

I hereby submit to you a report of my work for the past several months in the New England States. Outside of Boston there is a small local union in Worcester. The members of this local union need some one to stay with them all the time, which is an impossibility. Recently there has been a movement among them for the establishment of a sick benefit fund, and I was invited to attend one of their meetings. But when I arrived in Worcester I found that the meeting had been postponed, and since then nothing has been done in this matter. I am mostly active in the capacity of manager for the Boston Joint Board locals, and I am trying to manage them to the best of my ability. It is not necessary to go into needless details of the work done. The main point is that the three locals composing the Boston Joint Board, namely, Locals No. 12, 56 and 73, are organized practically about one hundred per cent, with the exception of the finishers, mostly girls, who withdraw from the trade continually and are replaced by newcomers. We must continue organizing and reorganizing them all the time and it is a never-ending process.

When I came to Boston nine months ago I found that Local No. 56, with a membership of about 1,500 on their books, had less than one hundred and fifty members in good standing. The income was less than $100 a week. Lately the income of Local No. 56 has reached $600 a week. The income of Locals No. 12 and No. 73 has improved considerably. The members have also gained in material benefits.

When manufacturers need cutters or pressers they must apply to the Joint Board office, and no man can take a job unless he is sent by the union office. On account of this we have succeeded in raising the wages of cutters, in many instances four or five dollars per week. We also have every cutter and presser employed. The operators, members of Local No. 56, had a fair season; the finishers, on the other hand, earned very little in comparison with the operators, and this is due to their own negligence. In the beginning of the season they were willing to accept any price as long as they get the bundles, and although we have a system of price adjusters, of whom both sides may avail themselves, still the finishers very seldom do it.

Of course, we are not free from the usual
troubles. Since the New York manufacturers started the movement for the “interpretation" of the Protocol, the Boston manufacturers have also become bold enough to violate the Protocol by working all kinds of hours, in many instances as high as seventy-two hours per week, including Saturdays and Sundays.

The system of adjusting cases through the grievance board was an absolute failure, for the reason that the manufacturer was one of the leaders of the Association, and the Protocol machinery was stopped for about ten days. But through the efforts of President Schlesinger and Mr. Filene this controversy was settled in our favor. The Union has scored a great victory by this decision.

In conclusion, I wish to thank the General Executive Board for the honor of entrusting me with the task of taking care of the Boston locals.

Wishing you all the best success in your deliberations, I remain, Fraternally yours,

A. ROSEBERG.

Vice-President Pierce reported that during the last quarter tremendous progress was achieved in Cleveland, and hundreds have joined the locals, until the discharge of some of our active members in the Fried-Keller-Kohn shop. Efforts were made to reinstate these men, but without success. He also reported his visit to Cincinnati, where he found a very good spirit among the cloakmakers. If a good campaign be made in Cincinnati, the trade may be completely organized and a collective agreement reached with the employers without a strike. While in Cincinnati he paid a visit to Louisville, Ky., where he found about 300 cloakmakers willing to organize. The Board should take up the question of organizing the workers in these two cities, as he was sure of successful results.

Reports accepted.

COMMITTEES

A committee appeared representing the Chicago locals and the joint board, consisting of Bros. Finkler, Morris and Jerome.

Bro. Morris of the Cutters Local No. 81 explained in detail the condition of the cutters in Chicago. The people expect something definite in the way of presentation of concrete demands. He requested the Board to consider the starting of a general movement in Chicago for the next season.

Bro. Jerome of the Pressers Local No. 18 stated that the condition of the pressers of Chicago is deplorable. All sorts of systems of work thrive there, such as piece and week work co-operations, and sub-contracting, and as a result the earnings are very low. An active campaign would result in the organization of the entire trade.

Brother Finkler, speaking for the Joint Board, described the general condition of the cloak trade. At one time only garments of the better lines were made in Chicago, for which the workers used to get as high as $2.00 apiece. Now the work made is of a cheaper class and the elements that come into the Union are of a more shifting nature than in the past. The workers have acquired the habit of coming to the Union only when prices are to be settled. A general movement would bring about a collective agreement with the employers. Chicago would be easier to organize than any other cloak city, as the non-union people are waiting for such a movement and are ready to join the Union. They have at present some test cases as to their right to distribute literature in front of shops, as there is a city ordinance prohibiting it. Bro. Finkler asked the Board to assign organizers for Chicago.

Bro. Olshansky of Local No. 54, Raincoat Makers, Chicago, stated that they have several union shops in Chicago where better conditions had been won. These shops have indirectly a good effect on the non-union shops. The membership of the local constitutes about fifty per cent of the workers in the trade. They pay 20 cents dues weekly, but this is not enough for them to keep up the organization.

Bro. Charles Green, representing the Cincinnati locals, requested the Board to commence active agitation in Cincinnati for the coming fall season to establish uniform conditions in the trade and a collective agreement with the employers. All differences had been eliminated and peace prevails now among the workers. The visits of President Schlesinger and Vice-President Pierce had a salutary effect on the local unions in Cincinnati, and organizing on a larger scale is now the demand of all the workers in the trade. In reply to a question why it was so difficult to organize the cutters of the Bishop shop, Bros. Green answered that whenever any demands were made on the firm by the Union they would call in the cutters and grant them all that was asked for the other workmen, and
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Thus manage to keep them out of the Union. Bro. Green also requested speakers for a mass meeting in Cincinnati on May 8.

President Schlesinger informed the committees that their requests would be considered.

ACTION ON REPORTS

In regard to his report President Schlesinger referred to the relations of the Union with the Protective Association in New York and the very important questions pending before the Board of Arbitration—the question of discharge, equal distribution of work, reorganization of shops, and standardized prices for work. Other important questions have come to the front very strongly, namely, the increase of wages for the cutters of Local No. 10, pressers of Local No. 35, and sample tailors of Local No. 3. These matters were presented to the Board as far back as 1913, and the Union representatives will press for a decision. Should the employers decide not to adhere to the decision of the Board of Arbitration, it may be found advisable to call a special convention of the International Union to take up the situation.

Upon the question of the "Ladies' Garment Worker" referred to in Secretary Sigman's report, Vice-President Baroff moved that a committee of three be elected to carry out the convention decision to merge all the publications. Vice-Presidents Halpern, Dubinsky, and Cohen spoke in favor of this motion. Vice-President Amdur thought that the question of the amalgamation of the publications be postponed until after the per capita question is settled, and that when the plan of amalgamation is carried out, each member of the International be entitled to receive a copy free of charge. Brother Lefkovitz favored immediate action. Brother Lefkovitz favored a special convention to change the constitution in regard to the per capita tax and have it then referred to a referendum. Bro. Metz urged that the Board should pass on this question and enforce it.

Bro. Amdur favored a special convention to change the constitution in regard to the per capita tax and have it then referred to a referendum. Bro. Lefkovitz preferred to have the question submitted to a referendum at once, with clear information on the matter, and if the proposition is defeated he is ready to resign from the Board.

President Schlesinger is of the opinion that a special convention is impracticable for various reasons. He is convinced that to carry out its mission the International should have control of the strike benefit, as this will regulate and tend to eliminate a lot of unnecessary strikes which require the sanction of the International before being called out, and for this a per capita of 10 cents should be the weekly income for each member. But it seems that it will be impossible to get such an increase at present, as the membership at large does not understand the great importance of it. He suggests, therefore, that if it is impossible to get a 10 cent per capita at present, which would enable the International to pay all strike benefits besides extending the organizing work, we should try to get an increase of the per capita to five cents per week, this insuring the possibility of carrying out effectively our various organization plans. It will also be possible to save about $50,000 a year for a general reserve fund and help some of our locals in time of stress. If we conduct an extensive campaign among our members we may carry it through. If we fail, we have no business to stay in office.

Brother Lefkovitz moved that the Board submit to the membership both propositions—the 2½ cents and the 7½ cents increases, and after further discussion President Schlesin-
ger's motion for a five cents per capita was carried.

On the question of auditing the books of Local No. 25 and the installation of the new uniform set of books in this local, a motion was carried to instruct the secretary to enforce the constitutional rule to audit the books and install the general bookkeeping system in Local No. 25.

Vice-President Pierce, Lefkovits and Baroff of New York, Amdur of Philadelphia and Kurland of Boston were elected a committee, to present the engraved resolutions to the general officers.

COMMUNICATIONS AND APPEALS

Communication read from the American Branch of Local No. 25 complaining that the local had failed to carry out a decision to have a member of this branch employed in the office of the local. Referred to Appeal Committee of the G.E.B.

Appeal of Bro. A. Riback against decision of Secretary Sigman in a charge preferred against him by Local No. 20 in January last was referred to Appeal Committee of the G.E.B.

Communication from Local No. 1 requesting a decision whether in the case of a member of Local No. 56 of Boston, having retired from work and then returned and exchanged his withdrawal card for a transfer, the six months clause is applicable. Agreed that such member is a new member and his transfer should not be honored unless he was in the trade again for another six months. Information to this effect to be sent to Locals No. 1 and No. 56.

Communications were read from Local No. 15, thanking the Board for aid rendered; from Local No. 59, Chicago, asking for a permanent organizer; from the Cincinnati Joint Board, requesting organizing assistance to complete the unionization of the Cincinnati locals; from Local No. 53, Philadelphia: cutters, requesting organizing assistance.

The request of Local No. 82, Kalamazoo Corset Workers, for aid to fight a new corset firm, was referred to the general office.

In regard to request of Local No. 3 for full jurisdiction over the sample trade, agreed to reply that they have a right to enforce control over the sample trade in New York City.

Agreed to have the letters from Locals No. 3, No. 65 and No. 38 in reference to the proposition of the amalgamation of these local under advisement.

The request of Local No. 9 for a separate charter to the Special Order and Alteration Tailors in New York City was referred to President and General Secretary.

Communication read from Local No. 9 thanking the Board for their efforts in their behalf.

Communication was read from the Boston Joint Board expressing thanks for placing the services of Bro. Rosenberg at their disposal, and intimating that Bro. Rosenberg's continued presence in Boston is vital for the locals.

The following resolution by Vice-President Pierce was adopted:

“Resolved, that the General Executive Board be instructed to request the Board of Arbitration immediately after rendering a decision in the Cloak and Suit industry in the city of New York on the question of reorganization, rights of discharge and standard piece prices, to render their decision on the question of increase of wages for cutters, sample makers and other week workers which has been pending for almost two years.”

ORGANIZATION WORK

Bro. Amdur suggests that Bro. Pierce should be sent to Philadelphia, as he is familiar with the situation there, and he may succeed in putting the cutters' local on a solid basis. President Schlesinger thought that it is the business of the Philadelphia Joint Board to organize the cutters. A city with two strong locals of the same trade should be able to do that much without asking the International to do it for them. Agreed to refer the matter to the general officers.

Upon the question of the Philadelphia pressers changing from piece work to week work, the Board regarded this movement with favor, as it is in accord with the decision of the convention.

Agreed to refer future activities in Cleveland to President Schlesinger and to empower him to do whatever he sees fit.

Agreed to grant $500 to the Cleveland locals.

Agreed to refer the request of the Cincinnati locals for organizers to the general office and instruct Bros. Mets and Halpern to go to Cincinnati to address a mass meeting and then report to the president on the prospects in that city and the city of Louisville, Ky.

The problems of organizing work in Montreal, Toronto and St. Louis were left to the discretion of the general officers.

As to affairs in Chicago, President Schles-
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The request of the Chicago Raincoat Makers' local for financial assistance to enable them to do organizing work was referred to the general office.

Agreed to refer the Toledo situation to the general office, with the understanding that the Chicago organizer should visit the city from time to time.

The request of the Kalamazoo local was referred to the general office.

In regard to the situation in Boston, Bro. Kurland explained that Bro. Rosenberg had accomplished very much for the cloakmakers' locals, but had done nothing for the other locals. If an efficient organizer would take up the waist situation in Boston, an understanding with the employers could be reached in a short time. The entire matter was referred to the general office.

The question of the appointment of a French organizer for the Montreal waistmakers was referred to the general office.

Bro. Dubinsky reports for the committee on the matter of Locals No. 58 and its complaint against Locals No. 25, No. 62 and No. 47. He stated that the locals do not refuse to transfer their buttonhole makers to Local No. 58, but the buttonhole makers themselves do not wish to transfer from their respective locals. President Schlesinger said that in accordance with the decision of the convention, the general office has endeavored in every way to induce the buttonhole makers of the dress and white goods trades to join Local No. 58. All their efforts failed for the apparent reason that these workers would not transfer from their comparatively stronger organizations to a weaker local which could offer them no protection. Decided to advise Local No. 58 to transfer all their members to the respective local unions of the trades they work at.

On the matter of Local No. 65, it was decided to appoint a committee consisting of Bros. Lefkovits and Meta to effect an amalgamation of Locals No. 38 and No. 65.

It was decided to instruct the Secretary to collect all the outstanding assessments on the Philadelphia and St. Louis strike of 1913, the time limit for which expires on May 15th, and also the assessments for the defense fund.

Respectfully submitted,

M. SIGMAN
General Secretary-Treasurer.

Named shoes are frequently made in Non-Union factories

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

All shoes without the UNION STAMP are always Non-Union

Do not accept any excuse for absence of the UNION STAMP

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

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

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

IF NOT—WHY NOT?

Get one from your Local Secretary and show your employer and your shopmates that you are a loyal member of your organization.
Needed Internal Improvements in
The N. Y. Cloakmakers’ Union

Raising the Dues—Strict Supervision Over the Small Shops—Planlike Campaign for
Good Business Agents—A Department of Shop Inspectors

By B. SCHLESINGER

The great and burning questions of standardizing prices, standardizing the labor in the
shops, equal distribution of work and restricting the employer’s arbitrary power to dis­
charge have as yet not been decided. But these are not the only questions pressing for
immediate solution. There are other questions that deeply concern our members and have
no reference to the employers. I want to touch on these questions in this article.

The first question relates to raising the
member’s dues. The subject has been dis­
cussed for nearly a year, ever since the Cleve­
land convention. When we returned from the
convention, all the officers of the Interna­
tional and the delegates felt that to promote
the progress and development of the organiza­
tion it was absolutely necessary to raise the
dues. Since then I have persistently and in­
sistently dwelled on the subject, both at meet­
ings and in our press—the Ladies’ Garment
Worker, New Post and Jewish Daily Forward.
I have stated my convictions to reporters in
interviews. I have held the time kept the mat­
ter right on the surface because I deem it to
be one of the most important improvements
that must be brought into realization as soon
as possible.

I know that there are many people in our
organization who shiver in their knees on
hearing the words “higher dues.” In their
opinion the officers want higher dues for their
own purpose. Among a small group of op­
ponents it is openly suggested that “the offi­
cers are clamoring for more funds in order
to raise their own salaries.”

Yet, if we should take notice of such state­
ments by a few noisy people, we should never
make a step forward. The subject of higher
dues has been thoroughly discussed and in­
vestigated by the most loyal and devoted
members of our organization, and there is
a consensus of opinion that the dues must be
raised as speedily as possible.

Our Union must be placed on firm, solid
financial ground—we must have a large treas­
ury. We must have at command the where­
withal to carry on a tremendous organizing
campaign in all parts of the country. We must
establish benefit funds for out-of-work, sick
and consumptive members and for strikes.
These funds cannot be established without
money. With the present small dues it is
impossible to accomplish all or any of these
things.

I pointed out in my previous articles that
none of the big American unions has such
ridiculously small dues as ours. The largest
trade unions of America are amazed that our
members pay so little. They could not under­
stand how it is possible with such low dues
to maintain an enormous organization like
ours.

It is easy to kick. It does not require much
acumen to indulge in noisy clamors and sling
mud at the officers. The true, loyal and in­
telligent members, those who form the main­
stay of the Union, understand the real import
of this reform. We call upon these members
to consider the urgency of raising the dues
and to take the matter up in their locals with­
out delay. Every week or month that passes
retards our progress. We are firmly con­
vinced of the positive harm to our organisa­
tion as a result of this delay. Raise the dues!
You will do no favor to your officers by this
action—you will only materially help your­
selves and strengthen the Union. A union
cannot be strong unless it rests on a strong
financial base; unless it has a large treasury,
and this cannot be derived from any other
source than the members’ dues.

A second question I want to touch on here
in connection with internal work is that re-
I have a conviction that since the Union has attained its present position it has not devoted to the independent shops the requisite attention. We must not forget that of the 2,000 shops in the trade, 1,500 are independent shops. The two Associations control only about 500 factories. True, these 500 factories are by far the most important in the industry. They furnish the so-called standards for wages, prices and other labor conditions. But in order that the Union shall wield the power and influence essential to its growth and development, it must secure a thorough control over all the small shops. We must endeavor to secure the observance by the small employers of union rules, piece prices and wages. For when the small employer can manage to evade these conditions he has the opportunity to compete with and cut the throats of the legitimate manufacturers. Thus his employees indirectly become the competitors of the workers in the large factories.

This regrettable oversight on the part of the Union has continued during the entire time since the general strike. When Dr. Hourwich was appointed Chief Clerk, the organization already felt the effect of this oversight. Dr. Hourwich was not a tradesman, but the Union placed great reliance on his education and theoretical knowledge of labor questions. It was hoped that he would tap the source of the troubles in the trade. But he, as we all know, blundered the same as all his predecessors. He occupied himself solely with the Association department—quibbling, searching and interpreting the Protocol and entirely neglecting the large number of independent shops.

This oversight must be corrected at once. We must watch with keen eyes the small employers—more so, indeed, than the large factories, simply because of the arduous task of controlling them. We must recognize once for all that it will be impossible for us to render safe the union conditions in the large factories so long as the small shops are allowed to evade them. The small shops and sub-factories constitute the real "leakages." It is in these shops, which often escape the watchful eye of the Union, that the employer often succeeds in reducing prices without being found out. So long as these "leakages" will not be stopped up, we shall continue to be confronted by dangers and evils from which the employees in the large factories and the Union in general must suffer.

This is at present one of the main propositions before the Union. We must establish a firm control over the small shops. I have insisted on the necessity of this control ever since I have assumed office, and I shall not slacken in my insistence until it has been established.

I now come to the third important point. In a few weeks' time the locals will engage in the election of business agents, and it is the duty of all the members to ponder the question right now and determine upon a course of action.

While attending the meetings of the various locals I happened to hear attacks and severe criticism directed at business agents. Members got up and complained that this or that business agent is either incompetent, careless or indifferent in the performance of his duties. I am not going to discuss here whether or not these complaints are justified; but since business agents are elected by the members—by their own votes—the members are evidently themselves to blame if any business agent is incompetent or fails in his duty.

Some account for this by the fact that only a small number of members participate in the elections. They claim that the incompetent business agent is elected by the employees of only a few shops whose friendship and favor he enjoys. This being so, there is all the more reason why our members should take the necessary measures to prevent similar occurrences.

Only a few weeks now remain to the election of business agents. Our members should, during this interval, try to determine the fitness of certain candidates for this office. The active members should endeavor to enlighten the rank and file as to the candidates' merits and urge the membership to take part in the elections one and all in order that the successful candidates may be elected by real majorities and not by a limited number of members. The question should immediately be placed on the order of business in every local.

The subject of business agents brings me to another recommendation I wish to place before the membership as being very important: namely this: We must have a staff of inspectors in addition to business agents. The task of the business agent is to investigate grievances and violations when these are revealed or reported to the Union; but that is
by no means sufficient, we must have competent people to visit the shops as often as possible for the purpose of ascertainning whether union rules or provisions of the agreement are complied with by both the employees and employers.

We all know that there are a certain number of shops, especially among the small independent houses, where union rules are not strictly observed. From time to time, when the fact is revealed, we order a business agent to investigate and restore normal conditions. We should not, however, wait until the fact is revealed. This, for an organisation like ours, is an unwise and dangerous policy. We must develop a system that should render it impossible for any employer or group of employees to connive at violations of their own union rules and laws.

We must develop a system similar to that employed by the city government. The city government has a group of inspectors in every department whose duties are to visit and inspect all places where departmental regulations have to be enforced and insist on their enforcement. Take, for example, the Tenement House Department. The department does not wait for reports or complaints of trespassing. Its inspectors visit the tenements unexpectedly. They are then in the best position to discover non-compliance with regulations.

We must follow a similar system. When our inspector will visit a shop suddenly and unexpectedly, he will be in a position to discover the facts. Where the hours are longer than the prescribed limit; where the employees work below the stipulated prices, the inspector will come upon these violations unawares. His duty will be merely to watch and investigate actual conditions. Should he find that union regulations are evaded, he will report the facts to the Union and the Union will take the necessary action.

These four recommendations should be immediately taken up for consideration: (1) Raising the dues; (2) strict supervision over the small shops; (3) due preparations for the coming election of business agents; (4) creation of a department of shop inspectors.

Unity Is Strength!

THIS THE CLOAKMAKERS WILL SHOW on
Saturday, June 12th, 1915
AT THE
GREAT DEMONSTRATION
IN
MADISON SQUARE GARDEN
27th STREET & FOURTH AVENUE, NEW YORK

The best speakers will address the meeting on the latest events in the Cloak Trade and in regard to our arrested Officers and Brothers. Come straight from work and show the World and the Manufacturers that

Unity Is Strength!
עדמאריעלים

קלאמ מנהיגים יאשים עירום האסף, ברוכם ובורם פאפאקאא

ודא שלחבר נאנסה עירום האסף

ודא כיoccan מנהיגים יאשים עירום האסף

ודא כיoccan מנהיגים יאשים עירום האסף

ודא כיoccan מנהיגים יאשים עירום האסף

ודא כיoccan מנהיגים יאשים עירום האסף
Directory of Local Unions

Local Union

62. Cincinnati Cloakmakers.......................... 122 W. 5th St, Cincinnati, Ohio
64. New York Buttonhole Makers.......................... 57 W. 21st St, New York City
65. Brooklyn Ladies' Tailors.......................... 45 Graham Ave, Brooklyn, N. Y.
66. New York Bonnaz Embroiderers......................... 12 St. Marks Place, New York City
67. Toledo Cloakmakers.......................... 222 Beacon St, Toledo, Ohio
70. Toronto Skirt and Dressmakers.......................... 423 Sackville St, Toronto, Canada
71. Chicago Ladies' Tailors.......................... 1447 S. Spaulding Ave, Chicago, Ill.
72. Boston Amalgamated Cutters.......................... 8 Lovering St, Boston, Mass.
76. Toledo Cloak and Suit Cutters......................... 615 Main St, Toledo, Ohio
78. St. Louis Cloak Operators, Fraternal Bldg, 11th and Franklin Aves.
80. Bridgeport Ladies' Tailors.......................... 67 Olive St, Bridgeport, Conn.
81. Chicago Cloak and Suit Cutters.......................... 1531 W. 14th St, Chicago, Ill.
83. Toronto, Canada, Cutters.......................... 101 Dundas St, Toronto, Canada
85. Cincinnati Skirtmakers.......................... 2892 W. 6th St, Cincinnati, Ohio
90. Buffalo Garment Workers.......................... 73 William St, Buffalo, N. Y.
92. Toronto, Canada, Cloak Pressers....................... 71 Nassau St, Toronto, Canada
95. Cincinnati Skirt Pressers.......................... 417 David St, Cincinnati, Ohio
100. Providence Ladies' Tailors.......................... 473 N. Main St, Providence, R. I.
101. Richmond Ladies' Tailors.......................... 411a N. Smith St, Richmond, Va.
102. Montreal, Canada, Raincoat Makers.................... 20 St. Cecile St, Montreal, Canada
108. St. Louis Ladies' Tailors.......................... Fraternal Bldg, 11th and Franklin Aves.
109. Stockton, Cal., Ladies' Tailors....................... 597 E. Miner Ave, Stockton, Cal.
110. Ladies' Neckwear Cutters.......................... 880 Park Ave, Brooklyn, N. Y.
118. Fall River Ladies' Garment Workers.................... 169 State St, Fall River, Mass.
119. Omaha, Neb., Ladies' Tailors.......................... 2609 N. 15th St, Omaha, Neb.
113. Cleveland Raincoat Makers.......................... 3611 Burwell Ave, Cleveland, Ohio
114. Montreal, Canada, Ladies' Waist Makers................ 147 Colonial Ave, Montreal, Canada
115. Newark Waist and White Goods Workers................ Fraternal Bldg, Newark, N. J.
116. Raincoat Makers of St. Louis......................... Fraternal Bldg, St. Louis, Mo.
אין ערך אחר במסמך.
לא ניתן לקרוא את התוכן המוצג בתמונה.
מצר מימי מזון תור ושתועצמא面对ו הקוספטיי בבראה צעירה
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דע ליודו והכמתו והקירעה

תערא נבנאותו והכמחין לא מייסעור יא יאכפר
ונערא נבנאותו כי מבית מלבש, או כלו
נשנותך, דいずれ תגווע ודג שNonNull.

 yapt שעון ידם בא על פי המסף אלי יא יאכפר
מעל עقبالתך מעברת אליawai יא יאכפר.

 הפי(Texture) içיאכפר

_almost blank_
יבנה גלנט

עלים מנואל ריק wicht

יוחנן פורת

הד運用 המ الساعة מיתרי

המקורות: "יוחנן פורת, ימלא ריק wicht, עלים מנואל ריק wicht, יבנה גלנט" סימן ע"ו, תтел כ"ב, 1939, עמ' 35-60.


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"יוחנן פורת, ימלא ריק wicht, עלים מנואל ריק wicht, יבנה גלנט" סימן ע"ו, תтел כ"ב, 1939, עמ' 35-60.
בקרון לתוכי חסרי התכנית יכלו בירושו מנהיגים שונים למיטבם
כבר בתקופת אפרקליטים התכנית, יכלה בירושו新基建anky
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 ANCIENT EGYPTIAN TEXTS

[Text content in ancient Egyptian hieroglyphs is presented, with some modern transliterations and explanations.]

[Descriptive text following the hieroglyphs, possibly discussing historical context, translations, or cultural significance.]
עקרון ליזידות פרמטרים וيراקיע

עב磜ים במגוון טכניקות וגרסאות. זה-

לעבות יבש ו어서 לראקיע.

עקרון ליזידות פרמטרים וيراקיע

עב Pikachu במגוון טכניקות וגרסאות. זה-

לעבות יבש ו어서 לראקיע.

עקרון ליזידות פרמטרים וيراקיע

עב Pikachu במגוון טכניקות וגרסאות. זה-

לעבות יבש ו어서 לראקיע.

עקרון Lיזידות פרמטרים וيراקיע

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לעבות יבש ו어서 לראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לעבות יבש ו어서 לראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לעבות יבש ו어서 Lראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לעבות יבש ו어서 Lראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לע撤销 יבש ו어서 Lראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לע撤销 יבש ו어서 Lראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לע撤销 יבש ו어서 Lראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לע撤销 יבש ו어서 Lראקיע.

un ב Pikachu במגוון טכניקות וגרסאות. זה-

לע撤销 יבש ו어서 Lראקיע.
דער ליידי וארמסטרונג וירקלעי

תואם את תחילת הטקסט המקורי

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ף"ת תואם את תחילת הטקסט המקורי

ף"ת תואם את תחילת{text}
### Local Revenue:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1911</td>
<td>$6,935.00</td>
</tr>
<tr>
<td>1912</td>
<td>$8,190.00</td>
</tr>
<tr>
<td>1913</td>
<td>$10,240.00</td>
</tr>
<tr>
<td>1914</td>
<td>$15,471.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$50,356.00</strong></td>
</tr>
</tbody>
</table>

### Total Revenue:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1911</td>
<td>$194,821.52</td>
</tr>
<tr>
<td>1912</td>
<td>$194,915.52</td>
</tr>
<tr>
<td>1913</td>
<td>$194,824.60</td>
</tr>
<tr>
<td>1914</td>
<td>$194,215.52</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$788,870.12</strong></td>
</tr>
</tbody>
</table>

### Local Expenditure:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1911</td>
<td>$235,957.35</td>
</tr>
<tr>
<td>1912</td>
<td>$39,006.25</td>
</tr>
<tr>
<td>1913</td>
<td>$269,796.92</td>
</tr>
<tr>
<td>1914</td>
<td>$53,240.29</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$506,908.81</strong></td>
</tr>
</tbody>
</table>

### Notes:
- The revenue and expenditure figures are for the years 1911-1914.
- The total revenue for 1914 is $506,908.81.

---

The document is in Hebrew and contains financial records for the years 1911-1914, detailing local revenue and expenditure.
لا يمكنني قراءة النص العربي. إذا كنت بحاجة إلى مساعدة في شيء آخر، فأخبرني بذلك!
וועדי ליבים ואמרם לו: וחוד ר噀.

لا يوجد نص يمكن قراءته بشكل طبيعي من الصورة المقدمة.
אין טקסט читаемый естественным образом
אין מידע קריא מהדף המוצג. בדיקת ראשית של שלושה שורות מהדף המוצג הרואים שרובו הוא תווים בלתי ק源源不断יים יוזמיים, אשר הם בתוקףспект הגימוט של תקנון הכתיבה העברית. אם דף זהorida המתנה או תכנית עתידית, הוא לא ניתן קריאה ניידתית, והependencyים שห้องพักו הוחלטים על הדף אינם קיימים בתקנון הכתיבה העברית המוכנה בפורמט הנוי. הקדימה המופיעה בגרסת הדף המוצג מושג הכתיב העברי, והיתרון אפשרי של不通 תקן, המגיעה בגרסת הצגת הדף המוצג, תכה על תקנון הכתיבה העברית המותג בפורמט נייד. הקדימה המופיעה בגרסת הצגת הדף המוצג, תכה על תקנון הכתיבה העברית המותג בפורמט נייד.
אין לי יכולת לקרוא את התוכן המוצג在这張照片。
해주신 토석을 읽기 쉽게 정리해 드리겠습니다.

"ูก리에 대해 생각해보세요. 그는 이런 일부분에 대해 생각해보세요.

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2. 식물
3. 인간

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יומון 1915

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אני מתנצל, אך אני לא יכול לקרוא את התוכן המוצג בחלק זה של התמונה. אניtrail אחר התוכן המוצג בחלק זה של התמונה. אניtrail אחר התוכן המוצג بחלק זה של התמונה. אניtrail אחר התוכן המוצג בחלק זה של התמונה.
וער נג'רמסמא פון אנסטארד ואנסטארדישניאל

ראים ירבועים און 1906. — ראים יגיא איביצלובין און 1910. — א פשליק היר ד

איצטנט נאותנברען פון אנסטארדישניאל.
לאחר חזר צ'ארלס, נודע כי נשיא ארצות הברית, אתגרו את הארצות והקימו את הממשל המאוחד. ב-1918, לאחר קרב קשה, נכנע הגרמני. נקט הנשיא, ו-'.$100,000 של החובות המאוחדים. הארצות המאוחדות נוטשו את המלחמה וקימו את הממשל המאוחד. ב-1918, נודע כי נשיא ארצות הברית, אתגרו את הארצות והקימו את הממשל המאוחד. ב-1918, לאחר קרב קשה, נכנע הגרמני. נקט הנשיא, ו-'.$100,000 של החובות המאוחדים. הארצות המאוחדות נוטשו את המלחמה וקימו את הממשל המאוחד.
تعثى بنعييم

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ד"ז ת"ז, תבש 1915

א"ל א.ד.מ.

קמע ש"ת, תבש 1915

סקופוסה

던ג תבש, תבש 1915

סקופוסה

سري פום, בורס

קמע ש"ת, תבש 1915

סקופוסה

אין דעון ש"ת, תבש 1915

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אין דעון ש"ת, תבש 1915

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