The Ladies' Garment Worker, Volume 2, Issue 7

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with illustrations.

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ion Leaders — Recommendation of the Committee of
5—Congratulations to the Joint Board of New York.

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of the
International Ladies' Garment Workers' Union
Published Monthly in English and Yiddish

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A long procession of fully 6,000 men and women in line participated in the strike parade without the slightest disturbance.

By Courtesy of the "Cleveland Plain Dealer."
The Origin and Progress of the Cloak and Skirtmakers' Strike in Cleveland, O.


"Just a year ago, almost to a day," says a sympathetic writer in the American Cloak and Suit Review for June, "the International Ladies' Garment Workers' Union gave a mandate to its officers to call a general strike in the Cloak and Skirt trade of New York." This was at the Tenth Annual Convention, held in Boston, June, 1910. A similar mandate was given regarding the city of Cleveland, so that instead of being a sudden movement, sprung upon the innocent Cleveland Manufacturers without notice, the present strike has in reality a considerable history behind it.

In his report to that Convention General Secretary-Treasurer Dyche in referring to the manufacturers of that city, assured the delegates that "nothing but a stubborn and bitter fight can bring them to their senses and wring from them some form of recognition."

Mr. Israel S. Feit, the leader of the strike, who had attended the convention as one of the delegates from Cleveland, made the following statement. "So far, experience has taught us that we cannot gain anything through single strikes, so that Local No. 26 had decided to appeal to the convention and also to the incoming General Executive Board to fight the Cloak Manufacturers' Association of Cleveland with their own weapon and order a general strike." The Convention had then referred the matter to the General Executive Board. Thus, in both cases, that of New York and Cleveland, a clear mandate had been given to prepare the ground and call a general strike, when the time was considered ripe for such action.

The Manufacturers' Insinuations.

New York being the most important center and the ground being well prepared, the leaders decided to proceed there first. But the

ISRAEL S. FEIT, Leader of the Strike.
By Courtesy of the "Cleveland Press."
situation in Cleveland never passed from their minds for a moment. Ever since peace was established in New York, the International Union spared no efforts to prepare the ground in Cleveland, and therefore for the Cleveland manufacturers to insinuate that the present strike has been inspired by certain manufacturing interests in the rival market of New York is merely a lame excuse for carrying on their work under worse conditions than in New York.

Our Aim is to Equalize Conditions.

The present action in Cleveland is part of the policy of the International Union, the policy of equalizing labor conditions throughout the land. The leaders did not conceal their intentions; they did not work in the dark, but in the full light of day. For many months past, organizers had been kept at work in Cleveland. The General Executive Board met in that city to consider the nature of the demands to be presented to the manufacturers. The latter knew full well that failing to consider the overtures of the Union for an amicable adjustment a general strike would be called; so that they had ample notice.

But when we come to consider the fossilized views on the subject of organization held by the Cleveland cloak manufacturers; when we come to think of their refusal to admit any collective bargaining on the part of their employees, we need not be surprised at the arguments which they furnish to the press in order to cloak the actual conditions under which the employees are compelled to work.

"Treason" Punished by "Blacklisting."

Organization is evidently good for the employers. Being rich and powerful they deem themselves at liberty to be organized in an association. But for their employees to be similarly organized for the protection of their interests is considered "treason to the employers" and a crime for which the employee is punished by being "blacklisted."

Strike as a Last Resort.

In keeping with its avowed policy of endeavoring to equalize conditions, the officers of the International Union determined to call a strike only as a last resort, failing a favorable consideration of the demands by the employers. The strike would have been avoided had the manufacturers chosen to consider the demands presented to them. During the last meeting of the Board held in Cleveland, the locals were instructed to work out the details of their demands and present them to the General Executive Board. June the 1st a special meeting was held in New York, where the demands of the Cleveland locals were discussed and approved. A sub-committee consisting of Brothers Rosenberg, Dyche and Polakoff, decided to go to Cleveland to help the locals to present the demands. These were accompanied by the following letter and mailed to the manufacturers on Saturday, June 5th:

Gentlemen: Enclosed you will please find a list of the demands of the Cloak and Skirt Makers Union and Outside Contractors Association of Cleveland, Ohio, which is hereby presented to you for consideration and acceptance.

A similar letter has been mailed to each and every cloak and suit manufacturer in Cleveland.

A committee of the unions will be at the Euclid Hotel, on and after Monday the 5th of June, from 10:00 A.M. to 1:00 P.M. and from 2 P.M. to 5 P.M.

The Committee is ready and would be pleased to confer with you to devise ways and means whereby a harmonious relationship between the employers and employees can be created and perpetuated, thus conserving the welfare of both.

The situation is such that it will not permit of much delay. We therefore urge upon you the necessity of acting upon this communication with all possible promptness and sincerely trust it will receive your favorable consideration.

The following is a copy of the demands presented to the manufacturers:

GENERAL DEMANDS.

1. The working hours shall be fifty hours per week, and shall be as follows:
   From 7:30 A.M. to 11:30 A.M., from 1:30 to 5:30 P.M. Saturday from 7:30 to 12:30 P.M.
2. No Saturday afternoon and Sunday work.
3. Overtime work shall not be more than two hours per day, during five days in the week.
4. Week-workers shall be paid double time for overtime.
5. All legal holidays shall be observed.
6. There shall be no charge for machines, power or appliances, nor shall there be any charge for silk or cotton.
7. No inside contracting or sub-contracting.
8. No operator or tailor shall be allowed to have more than one helper.
9. There shall be no time contracts with individual shop employees, except foremen, designers and pattern graders.
10. Price lists shall be exhibited in a prominent place in the factory where work is distributed.
11. Prices shall be adjusted by a Joint Price Committee to be elected by the employees in the shop, the outside contractors and a representative of the firm.

DEMANDS OF CUTTERS.

1. Cloak, Skirt and Dress Cutters' wages shall be not less than twenty-four dollars per week.
2. Apprentices' wages shall be as follows:
   First six months, Six dollars per week.
   Second six months, Eight dollars per week.
Second year, Twelve dollars per week.
Third year, Sixteen dollars per week.
Fourth year, they shall be considered as full cutters and shall get the full scale of wages.

DEMANDS OF CLOAK OPERATORS AND INSIDE TAILORS.
1. Sample Makers' wages shall be not less than Twenty-five dollars per week.
2. Prices for making samples by piece shall be not less than Five dollars.
3. Salesmen's samples or duplicates shall be paid Twenty-five cents extra.
4. Prices for making of garments inside and outside shall be the same.
5. Only sample tailors or operators are to work by the week; all the rest to work by the piece.
6. Twenty-five cents extra shall be paid for every special measurement garment.
7. Fifty cents extra shall be paid for every garment which is to be made for a fitting.

DEMANDS OF DRESS AND SKIRT MAKERS.
1. Wages of the dress sample makers shall be not less than Twenty-five dollars and skirt sample makers not less than Twenty-two dollars per week.
2. Prices for skirt samples by piece not less than Three dollars.
3. Piece skirt makers shall not be required to do finishing work, such as sewing on buttons, hooks and eyes, bottom basting, or tucking pleats.
4. None but sample makers and finishers shall work by the week.
5. Salesmen's samples and duplicates shall be paid at the rate of Twenty-five cents extra.
6. Fifteen cents extra shall be paid for special measurement skirts and twenty-five cents extra for special measurement dresses.
7. Twenty-five cents extra shall be paid for every duplicate dress.
8. The price for making a dress sample by piece shall be Five dollars.

DEMANDS OF PRESSERS.
1. All pressers shall work by the week and be employed directly by the firm.
   The following to be the minimum weekly scale for pressers:
   a. Coat, jacket, dress and skirt pressers to be paid not less than Twenty-two dollars per week. Fore pressers on coats and jackets not less than Eighteen dollars per week.
   b. Skirt fore pressers not less than Sixteen dollars per week and piece pressers not less than Fourteen dollars per week.
   No foreman shall do any pressing.

DEMANDS OF CONTRACTORS.
1. The firm to furnish silk and cotton or pay the value of the same.
2. Duplicates or salesmen's samples Fifty cents extra.
3. Special measurement garments Twenty-five cents extra.
4. Garments to be made special, Twenty-five cents extra.
5. Prices to be adjusted by a committee elected by the employees of the firm, outside contractors, and a representative of the firm.
6. Price list shall be exhibited in a prominent place in the factory where work is distributed.
7. No buttonholes to be made while the garments are being worked on and no buttons to be sewed on by the contractors.
8. Contractors to be paid the full cost of the pressing of a garment.
9. Ten per cent, extra to be paid above settled prices inside.

Manufacturers Deny a Hearing.
On Sunday morning, the 6th, a meeting of shop delegates was held and a General Strike Committee was formed to be ready to act in case of necessity. At that meeting the Bohemian outside contractors were present. On Tuesday, June 8th, Feit and Tomasek, of the outside contractors, interviewed the officers of the Manufacturers Association, who unceremoniously told them that since they are not their employees, they will have nothing to do with them.

In the evening at a joint meeting of the General Strike Committee and delegates from the various cloak and skirt shops, after hearing the report of Bros. Feit and Tomasek, it was unanimously decided that a strike was unavoidable and should be called with all haste.

Previous, however, to declaring the strike a mass meeting was held at Gray's Armory, which was attended by considerable enthusiasm on the part of the workers. There could be no mistaking the attitude of the employees when they heard that their employers refused to give their committee a hearing. This was the final appeal to the workers, who were unanimous in favor of a general strike.

Walk-out More General than Expected.
The strike was called on Wednesday, June 7, at 10 A.M., by means of a red hand bill distributed in the shops at that hour. The response to the call was very similar to the response of the Cloak and Skirt makers of New York just a year ago. The walk-out was characterized by immense enthusiasm on the part of the men and women who, to judge by their cheerful faces had evidently been looking forward to it as the only means of their salvation.

A Series of Surprises.
Many people had talked of a series of surprises furnished by the strike situation at Cleveland. The manufacturers had not expected that the response to the call would be so general. The extent of their idle benches was a surprise that they have not got over yet. They could not imagine that their hitherto obedient slaves would throw off their yoke at the call of the union leaders, and would strike a blow at the system of “mortgaging”
and blacklisting that had been gnawing at their vitals for many years.

Another surprise was the orderly and peaceful manner in which the strike is being conducted on the side of the Union. So far, all the reported violence had been provoked by the hirelings of the manufacturers and by the unwarranted action of the police. Violence has ever been the pet expedient of manufacturers everywhere. In this way they attempt to discredit the cause of the workers and bring confusion into the ranks by laying at the door of the strikers acts for which they are themselves originally responsible.

But the leaders had taken due precautions against the strikers being entrapped into any violent behavior. Early in the struggle they issued definite instructions to the strikers, strictly enjoining them to maintain and obey the law, to remain orderly and picket the shops.

To judge by their cheerful faces they had evidently been looking forward to this strike as the only means of their salvation.  

*By Courtesy of the "Cleveland Press"*
in a peaceful manner in accordance with those instructions.

The peaceful attitude of the strikers was seen from a grand parade through the business section of the city and down through the factory district, which took place on June 14th. A procession of fully 6,000 men and women in line participated in the parade without the slightest disturbance. There were women, grey-haired and bent with age and toil, marching beside girls garbed in white, who wore bright ribbons and gay flowers. Long as was the line of march, these old women trudged through it all, some of them carrying banners and mottoes pertaining to the strike. There were a number of cartoons borne by marchers, one showing a huge hand squeezing dollars out of three small tailors, helpless in the mighty grasp. Some of the mottoes displayed were:

"Let the public decide if our demands are right."

"We make the best wages, our bosses say, but we are mortgaged to them body and soul."

"Our manufacturers claim to be philanthropists, but we demand fair wages, not charity."

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By Courtesy of the "Cleveland Press."
The peaceful attitude of the strikers was seen from a grand parade through the business section of the city and through the factory district.

By Courtesy of the "Cleveland Press."
The justice of the strikers’ position can be seen from the frank and open manner in which they have stated their case, and even challenged the manufacturers to submit their side for arbitration by an impartial board. This, of course, the proud manufacturers had declined. They had persuaded themselves that the conditions of labor in the shops are ideal beyond question, and even if they are not, they hold on to the antiquarian view that no one has the right to try to investigate or question those conditions; not even the employees collectively, over whose lives and thoughts they believe themselves to be absolute masters.

In a statement intended as a reply to the manufacturers, issued for the Union, attorneys Dawley and Katz maintain that the manufacturers entirely misled the public into the belief that the conditions for the workers were the best in the United States. So far as the hours are concerned, they said that the working hours were 64 per week; but this is not correct, for during the busy season, the great majority of factories had exacted 70 hours and more per week including Sundays. The Saturday half holiday had been granted only in dull times, when nearly all of the days, owing to scarcity of work, were holidays for the employees.

Neither is it correct that the wages, gauged by the year, have been better than those in other cities. The fact is, that only about 10% of the workers were kept busy from 9 to 11 months each year. It could be shown upon investigation that by reason of the scanty amount paid to them for their labor they have not been able to save enough money to provide for their necessary wants; and in order to support their families for the remaining three months, they were obliged to borrow from their employers, contracting to return to work, and were thus compelled as it were, to mortgage their future to their employers.

In several instances when workers applied for pay on the first Saturday after the strike they were told that they could not receive it because they were indebted to the Company for money borrowed. This condition of affairs proves that the workers were deprived of their independence. No matter how oppressive their conditions, they were not permitted to change them, for the reason that no other member of the Cloak Manufacturers’ Association would employ them. A card list, known as a blacklist, was systematically kept of all such persons and passed around to the different members of the Cloak Manufacturers’ Association.

While they pretend that the strikers are intimidated from returning to work and are misleading the public with all manner of false statements relative to the actual position of affairs, we are now given a hint as to which of the parties actually resort to intimidation and provocation of disorder. The last expedient of the manufacturers is the threat to close the factories for the season. Upon hearing this, Attorney J. P. Dawley is said to have remarked:

“The manufacturers rely upon two things to win—one is intimidation of the strikers, and the other is that fear of starvation will cause the strikers to give in. Neither will avail. Even with 60 per cent. work-
The manufacturers cannot turn out their season's work—they have got to have the people who are out."

The International Union and a tremendous force of union sympathizers throughout the country have it in their power to prevent even the fear of starvation. Similar threats last year did not intimidate the brave strikers of New York. The strikers of Cleveland fully realize the strong support behind them in this struggle for humane conditions.

The Cleveland manufacturers would do well to consider the experiences of their New York contemporaries.

A manufacturer who said he was the hardest fighter during the strike in the city last fall, said a few days ago: "The New York Cloak and Suit manufacturers of coats and suits learned a costly lesson during the strike last fall and we are well satisfied with the present working conditions in our factories, and would not care to go back to the old conditions. The Cleveland manufacturers may live to learn the same lesson."

Organizing Work in Cincinnati, O.

THE WAY THINGS ARE.

The skirtmakers are interested in the union and very anxious I should succeed here. Those girls who did not join when the first girls did, have been told all sorts of things against the union by their employers and have also been threatened. The result is that when I at first approached them and explained things, these girls glared at me with hatred. Yesterday Miss Betz and I called on a girl whose home cannot be reached by street car. We had to go at noon under a broiling sun many blocks up and down a steep hill. When we got to her she told me that she had no time to talk to me. We had come too far, however, to be turned away in this manner, and I was very determined to get her. She kept us standing in the sun, (she was in the shade of her door) while I kept urging the value of unionism. At the end of 15 minutes she invited us in, made lemonade for us and finally joined and paid her initiation fee. When we got outside Miss Betz remarked that this girl tried to make us forget the reception she at first gave us. I told her that while all our receptions were not so bad, it was a good illustration of the way things are and deserves to be recorded.

I was very pleased to learn to-night that when two skirt makers applied for work at the Bowan shop, Mr. Sommerich, who now owns the place, told them he did not want them if they did not belong to the union, and those two men joined. Some of the girls in another place joined secretly, after I had done some persuading. Yesterday several girls kicked about a price on a certain skirt and the boss said, "Do you belong to the Union?" The girls said, "It's none of your business. When we want to tell you we will let you know. What we want to talk about now is the price of that skirt!" I was much surprised when I heard this. It seems to me they are getting some nerve and I was surprised that the boss did not spring that old joke, "if you belong you can quit." It showed that we have the bosses guessing. I have tried in these two letters to picture the situation for you.

JOSEPHINE CASEY.

Examination of Candidates for Business Agents.

Editor, "Ladies' Garment Worker:"

It seems to me that the present system of examinations depends more on luck than intelligence. Before the examinations the candidates are kept entirely in darkness as to what subjects they are to be examined on, and for that reason a candidate might be unintelligent and still lucky enough to be able to answer the questions. The result is that the incompetency reveals itself afterwards, and for some reason the Joint Board is unwilling to remove him.

On the other hand a man might be very intelligent, and on account of his unpreparedness be unable to answer one question and so be rejected.

Now, why not arrange these examinations in accordance with the system employed by the United States Government to issue pamphlets with instructions to every applicant who desires to be put on the competitive list, as to what subjects he will be examined on, and what it will be required of him to be posted on.

By adopting such a system we would do away with the subsequent incompetency and would be able to get better men as Business Agents.

REUBEN BERNSTEIN, Local 9.
EDITORIAL COMMENT

Whenever a strike for better conditions of labor is called the employers and their supporters in the press forthwith cast the onus of responsibility and blame upon the labor leaders and officers. All manner of doubtful motives are attributed to these "obnoxious" leaders. The employers who are nervous about the probable effect of the changed conditions upon their pockets, instinctively feel that the leaders are at the bottom of the whole trouble. But while it is perfectly true that all upward movements for better conditions originate in the minds of the labor leaders, the imputation of doubtful motives is entirely gratuitous and devoid of truth.

Just now the cloak manufacturers of Cleveland are much exercised in their minds about the action of the leaders in calling the present strike. Naturally they heap all manner of charges against them. They never weary of telling the public that the leaders had entered into a secret pact with the manufacturers of New York, that they are strangers who had come to injure the trade interests of Cleveland and so on and so forth. Last year the New York Cloak Manufacturers were in a similar frame of mind. But this was only the case during the first weeks of the strike.

As soon, however, as the strike was settled a change came over the employers in the Cloak Trade. They then began to perceive that the leaders are not as black as they are generally painted by the enemies of Unionism, and that their motives are not so questionable as the employers had conjured them up in their imagination. It must then have become clear to them that their opinions about the union leaders were based on prejudice and misrepresentation. Thus, the "industrial upheaval" which had occurred in the cloak trade of New York in 1910, not only revolutionised labor conditions, but also the very minds of the manufacturers.

This we learn from an excellent article, contributed by Julius Henry Cohen, the attorney of the Cloak Manufacturers'...
Association, to the columns of the first anniversary number of the "New Post," the organ of the Cloak and Skirt Makers' Unions. Mr. Cohen says:

"No man is more dangerous to the community than the labor leader who will sell out his trust. Unfortunately there have been too many such leaders in the country, but they are conspicuously absent in the Cloak and Suit industry. Whatever criticism has come from the manufacturers' side at any time, either during the strike or since, has not related in any way to the personal integrity of any of the leaders. For this alone the members of the Union are to be congratulated. But, in addition to being personally honest, the leaders of the Union have shown a foresight and a readiness to modify their views that is a most encouraging sign in the social reorganization of our country."

So we may conclude that before the Cloak Manufacturers had any dealings with the Union and its leaders they regarded them with the fear and suspicion with which they are usually viewed by the enemies of organized labor. A closer acquaintance with them revealed the fact that our union leaders possess not only personal integrity but the foresight and tolerant mind which the best business man usually displays. Prominent manufacturers of New York City have since declared over and over again that they would not return to the system existing in the shops prior to the general strike of 1910, even if that were possible. Were the manufacturers of Cleveland not so self-centered and not so prejudiced, they might not hesitate to follow the example set by their New York compeers, profiting by the experience of a closer acquaintance with our labor leaders and their honest methods.

The keen struggle in Cleveland and the duty devolving upon all the workers in the trade to provide the Strike Committee with ample cash in order to carry on the fight to a victorious finish, should remind us that one of the most important committees appointed by the Boston Convention was the Committee of five to prepare a plan for higher per capita and the payment of benefits direct by the International Union. Although a wave of unionism has since spread over the length and breadth of the land, although prosperity has since been shining in our windows, it would be nothing short of improvidence were we to neglect to fortify our position while the opportunity is here, apart from establishing a defense fund.

One way in which we can solidify our position, cement the relations subsisting between our members, our locals and the International Union, is speedily to carry into effect the recommendation of the Committee, as published in our May issue, with slight modifications. This will contribute much toward rendering our Union invulnerable against attack and enables us to weather the storm in my industrial crisis.

The question is one for the local unions rather than individual members. The new plan does not necessarily imply that the members would have to pay higher weekly dues. All it means is the raising of the per capita from 2½ cents to 5 cents per member and the payment of strike benefit direct by the International Union instead of the locals, as now the case. Large sums of money are now being paid by our locals in strike benefit in unavoidable shop strikes. Under the new plan their treasuries will not have to bear this expense.

The recommendations will require modification in one respect in particular. The Committee has recommended that women members should receive a smaller sum in strike benefit than men and yet pay the same dues. This would be unjust and ungenerous. It is not correct t
say that women workers hanker after strikes more than men and there is no reason why our women members should be an exception.

* * *

The Cloak and Skirt Makers' Unions are to be congratulated not only on the completion of a year since the General Strike was called, but also on the second election of business agents, which took place on the 24th and 25th of June. The Joint Board of New York has succeeded in superintending the business of its affiliated locals without any of those serious difficulties and mishaps which a number of self-styled prophets predicted would happen. No institution or undertaking is free from human defects, but, from the viewpoint of positive, constructive work the Joint Board and the various local officers have shown a spirit of business enterprise which has confounded the prophets and augurs well for the future.

**Arbitration in the Cloak and Suit Trade**

**A Retrospect and an Outlook.**

(From the June Issue: the American Cloak and Suit Review.)

A year ago, almost to a day, the International Ladies' Garment Workers' Union gave a mandate to its Executive Board to call a general strike in the cloak and suit trade in New York City. Immediately after that action final arrangements were made for the calling of that great strike.

The strike was not a spontaneous outburst as is generally believed. A masterful personality, the leader of a union whose treasury did not contain funds enough to pay his weekly salary, conceived the daring project of calling out some 70,000 men in a general strike. Six months of unremitting toil and persistent efforts resulted in a successful organization of the trade and with the slogans "general strike" and "closed shop," men and women were patiently waiting for the signal—the appearance of the red edition of the "Neue Post."

"And the war came." "Neither party expected for the war the magnitude or the duration which it attained. Each looked for an easier triumph and a result less fundamental and astounding. Both sides appealed to the same public in justification of their cause. "The prayer of both could not be answered—that of neither has been answered fully."

The strike was a revelation to both sides. The solidarity shown by the men exceeded even the wildest expectations of the leaders in the labor movement. A passionate belief in the righteousness of their cause and a blind faith in the efficacy of the strike to remedy all abuses, are the only rational explanations of the men's stubborn loyalty to the union's demands and their unquestioned obedience to the dictates of the leaders.

Among the employers also the conflict engendered a similar feeling of collective responsibility and the "Cloak, Suit and Skirt Manufacturers' Protective Association" was formed, for each employer realized that he was but a cog in an industrial wheel; that he could not separate himself from his brother employer. He was forced to abandon the narrow viewpoint of his own shop and was obliged to accept the welfare of the industry as a guiding principle. Many a well-intentioned employer who had aimed to deal fairly with his employees found himself classed with his exploiting colleagues. The rain fell on the just and the unjust alike. In the eyes of the public he was classed with the sinners in his industry. Inevitably he recognized the necessity of organization, for alone he could not raise the industrial standard of the trade. He felt the need of organization to equalize conditions of competition, to improve the sanitary conditions not only in his own factory but in those of other employers; of establishing uniform conditions of safety for the lives of the employees, of uniform rates of wages, and of uniform hours of work.

Of the incidents of the strike, of the
critical moments in the conflict, of the kaleidoscopic changes in the situation, hour by hour and day by day, no mention need be made here. The events are too fresh in the minds of all to call for comment. And out of the conflict of war and the chaos of strife the Protocol emerged.

That treaty of peace represents more than an armistice in the struggle between labor and capital. It represents a completion of the cycle of changes caused by the Industrial Revolution of the Eighteenth Century. In its way it is as epoch making as the invention of the steam engine by Watt or of the loom by Arkwright. The two last inventions ushered in the new way by which man was to control nature; the Protocol introduced a new way by which MAN WAS TO DEAL WITH MAN IN HIS CONFLICT WITH NATURE FOR A HIGHER CIVILIZATION.

The Protocol means that at least capital and labor in the cloak and suit trade discovered what economists had been teaching for a generation,—that the only rational method of carrying on the industrial process under the new conditions must be based on three fundamental ideas: 1st, labor must be organized and disciplined for collective bargaining; 2nd, capital must be organized for collective dealing with labor; 3rd, organized capital and organized labor must work hand in hand frankly and in good faith for the welfare of both.

There are in existence, outside of the cloak and suit trade, many organizations of capital and labor. In none of them is there a recognition of the third principle enunciated above. And so the cloak and suit trade leads the way in laying a foundation for lasting industrial peace.

Besides this great idea the Protocol contains features that make it a notable instrument for originality in the treatment of the relations between capital and labor.

In the first place the Board of Arbitration consists not of interested representatives of capital and labor, but of three well known representatives of the public, to whom questions of the interpretation of the Protocol and the larger problems of adjustment of the industry are referred. It means that employers and employees are willing to submit their difference to disinterested outsiders. Again, through the organization of the Joint Board of Sanitary Control, which consists of representatives of labor organizations, of the Manufacturers' Association and of representatives of the public, the industry WITHOUT GOVERNMENTAL REGULATION AND LEGAL ENACTMENT UNDER TAKES TO ESTABLISH STANDARDS OF SANITATION AND TO CREATE AND ENFORCE DECENT CONDITIONS OF HEALTH AND SAFETY. The expense of this work is borne in equal shares by the labor organizations and by the Manufacturers' Association. The standards thus created because they have the sanction of the public opinion of the industry itself will not be mere regulations on paper. Furthermore for the ventilation and adjustment of grievances on either side, a Board of Grievances has been created on which the employers and employees are represented in equal numbers. Before that body every complaint of employer or employee, however vital, or however trivial, is presented for adjudication. That body meeting weekly and more often, if necessary, approaches all questions in a judicial frame of mind. Its motto is "equity to both sides." Finally, the Protocol is a permanent treaty of peace without limitation as to time. It is not to be broken nor abrogated until the conditions which made the adoption of that instrument advisable shall have ceased to exist.

What made possible this new attitude towards the industrial problem on the part of labor and capital? It was the sense of corporate responsibility which the struggle had instilled into the minds and hearts of employer and employee.

What conditions are required to make effective this sense of corporate responsibility? To quote a timely phrase, it is—a recognition on both sides that some restrictions of the freedom of the employer and employee are "reasonable restraints of trade."

What limitations does the Protocol impose upon the manufacturer? First, he obligates himself to employ union men by preference, as long as he is not restricted in the selection of the best avail
able union help. Second, he is pledged to pay the scale of wages adopted for the week workers in the trade. Third, he cannot oblige the men to work until the price to be paid is agreed upon by the manufacturer and a committee of the employees. Fourth, while he is undisputable master in his business, he is pledged to accept the decision of the Board of Grievances and the Board of Arbitration upon any complaint made by his employes.

What limitations does the Protocol impose upon the workers? First, there must be an open union; admission to the labor organizations must be free to all qualified without any discrimination. Secondly, the right to strike is given up as long as the Protocol is in force. Thirdly, the employes must accept the decision of the Board of Grievances or the Board of Arbitration as final.

Surely these limitations, self imposed by capital and labor, represent a small price for industrial "Peace With Honor." Costly strikes involving suffering to employer and employee, loss of wages, loss of profits with their attendant demonstrations of hate and hostility become a thing of the past under this treaty of peace.

Has the plan worked? Ask a manufacturer who is working under the Protocol. Ask him whether in spite of the dull season, due to general conditions prevailing in the country, he has had less troubles with his men than ever before. Ask the workingmen. Ask him whether under these new conditions he has not received better treatment than in years gone by. Ask them both whether they would go back to the conditions that existed before July, 1910.

Has the millenium come in the cloak and suit industry? Decidedly not. The effects of a generation of ruthless warfare, of decades of misunderstanding, of years of hostility and suspicion, cannot be blotted out in two short seasons. But a way has been found. Education is working wonders on both sides. The mutual confidence between the representatives of labor and the representatives of capital is daily permeating the rank and file of both sides. When the spokesman of labor says of the President of the Manufacturers' Association that he is "fighting, fighting often, but fighting fair" and when the leader of the manufacturers credit the representatives of labor with "honesty, courage, and good judgment," who shall say that the cloak and suit trade has not reached the era of peace and good-will!

Joint Board of Sanitary Control

A Bulletin issued by the Joint Board of Sanitary Control in the Cloak, Suit and Skirt Industry, having its office at 71 Bible House, New York, says:

The Protocol of Peace signed in September, 1910, which ended the general strike of nine weeks' duration, answered the protests of the workingmen against the unsanitary conditions in a large number of the shops in the Cloak and Suit Industry, by providing for a Joint Board of Sanitary Control. Article No. 15 of the Protocol reads:

"The parties hereby establish a Joint Board of Sanitary Control, to consist of seven (7) members, composed of two nominees of the Manufacturers, two nominees of the Unions, and three who are to represent the public; the latter to be named by Meyer London, Esq., and Julius Henry Cohen, Esq., and in the event of their inability to agree, by Louis Marshall, Esq.

Said Board is empowered to establish standards of sanitary conditions, to which the Manufacturers and the Unions shall be committed, and the Manufacturers and the Unions obligate themselves to maintain such standards to the best of their ability and to the full extent of their power."

In accordance with this provision of the Protocol, the Board was organized with the following personnel:

Dr. George M. Price and Mr. Benjamin Schlessinger, representing the Unions; Mr. Max Meyer and Mr. S. L. Silver, representing the Employers; and
Miss Lillian D. Wald, Treasurer, Dr. William J. Schieffelin, Chairman, and Dr. Henry Moskowitz, Secretary, representing the public.

The first task of the Board was to ascertain conditions. An investigation was organized by which the sanitary conditions in the vast majority of the shops were noted.

Upon the basis of this investigation, and with the advice of such well known experts as Professor C. E. A. Winslow, Dr. C. T. Graham Rogers, Medical Inspector of the State Department of Labor; Mr. E. L. Elliott, Mr. H. F. J. Porter, the standards published in this bulletin were formulated. They are adapted to the conditions of the industry and not difficult of enforcement.

The article in the Protocol, above referred to, gives the Board absolute power of enforcement. With the co-operation of the Unions and the Manufacturers' Association, the Board will exercise this power fully.

Permanent organization has been effected through an equal contribution from both the Unions and the Manufacturers' Association.

The Board will institute semi-annual inspections, and will issue a form of sanitary certificate to all shops which have complied with these standards. This certificate will be revocable by the Board for cause, and will be good for six months. By means of constant re-inspections, two annual inspections, and the sanitary certificate, the Board intends to secure absolute enforcement of the standards herein set forth.

Sanitary Standards Adopted by the Joint Board of Sanitary Control for the Cloak and Suit Making Shops.

LOCATION.
1. No shop to be allowed in a rear house or in a cellar.
2. In shops located in a converted building or tenement house, if more than 25 persons work in such shop, there must be windows at least on two sides of the shop, or through and through ventilation.

FIRE PROTECTION.
1. No shop to be located in a building which is not provided with fire-escapes, unless such building is two stories or less.
2. Buildings in which a shop is located, with more than one hundred employees, must have an additional fire-escape, or some other means of exit (approved by the Board) in addition to one fire-escape and stairway.
3. Conspicuous signs to be placed throughout shop, marking direction of the location of exits and fire-escapes.
4. All fire-escapes to be provided with goose-neck ladders to the roof, and with iron drop ladders adjusted so as to be easily taken off, and placed so as to be readily reached from the balcony of the 2nd floor, and should be leading to a safe place, and not to a rear area or closed court.
5. Halls and stairways leading from shop to be adequately lighted by natural or artificial light.
6. All doors from shops, and from ground-floor hallway to open OUTWARD, unless substitute provisions are made with permission of the Board.
7. Stairs to be provided with secure handrails and safe treads.
8. All shops employing less than fifty persons, to keep a sufficient number of fire buckets filled with water within the shop. All shops employing more than fifty persons to keep a sufficient number of chemical extinguishers, except in such shops as are adequately provided with automatic sprinklers.
9. All iron bars for the use of fastening iron shutters to be raised to the full height of sash when open.
10. Every shop employing fifty or more persons, to establish an efficient fire-drill at regular intervals under proper leadership.
11. No smoking to be permitted in the work-shop.

LIGHT AND ILLUMINATION.
1. Sufficient window space to be provided for each space, so that all parts of shop will be well lighted during the hours from 9 A. M. to 4 P. M.
2. Electric illumination to be preferred.

Where gas illumination is used, incandescent mantles to be used.
All lights to be placed above operatives, not too near the work or workers, and all lights to be properly shaded so as to protect the eyes of operatives from glare.

3. Dressing-rooms, wash rooms, and water-closet compartments should be lighted by means of windows, or where artificial light is used it should be adequate and sufficient so as to keep premises well lighted at all times.

Ventilation and Heating.
1. At least four hundred cubic feet of air space shall be provided for every operative and person within shop.
2. The C. O. 2 contents of rooms shall not exceed 12 per 10,000.
3. The temperature of rooms shall not exceed 70 degrees Fahr. on the wet bulb thermometer, nor be lower than 60 degrees Fahr.
4. The shop shall be thoroughly aired immediately before and after working hours, and during noon lunch hours, by opening all windows and doors.
5. No stoves shall be used for heating purposes, nor coal for heating irons, unless by special permission of the Board.
6. When stoves are used for heating purposes, they shall be enclosed with a metal sheet at least 5 feet high.

Sanitary Care.
1. Walls and ceilings of shops shall be painted with light colored paint. No paper to be allowed on same. Walls and ceilings to be cleaned as often as necessary.
2. Floors of shop, when of wood, to be scrubbed weekly, swept daily, and kept free of refuse.
3. Water-closet compartments for both sexes shall be separated by solid partitions, properly plastered on both sides, to extend from floor to ceiling, with separate vestibules and doors on opposite sides.
4. At least one water-closet shall be provided for every 25 operatives of either sex.
5. Water-closet apartments shall be adequately lighted, ventilated, and kept clean from rubbish, refuse and markings.
6. Walls and ceilings of water-closet compartments shall be painted with oil paint; floors shall be of stone, slate, or other non-absorbent material.
7. Water-closets shall be of pattern approved by the Board, and properly and adequately flushed.
8. Caretaker shall be designated by the employer to take care of each shop.
9. Suitable cuspidors shall be provided and shall be kept clean.
10. Every shop must be provided with suitable enameled iron washbasins, at least 1 to 20 employees, and in all shops having more than fifty employees, separate, light, and well-ventilated wash-rooms with adequate number of washbasins therein, to be provided.
11. In all shops some place with suitable hangers shall be provided for the street clothes of the employees, and in all shops where women are employed, separate dressing-rooms shall be provided adequately lighted and ventilated.
12. All seats must have backs.

Report for the Month of May—Work Done and Results Accomplished.

With the beginning of this month, the Joint Board of Sanitary Control has entered upon a new phase of its existence. During the previous six months of its existence, the work accomplished included a thorough investigation of 1,243 shops in the industry, and the establishment of new sanitary standards for the shops in the trade. Having made the investigation, which has shown the conditions as to safety and sanitation to be far from ideal, and having established standards, the introduction of which will mean a radical improvement in the sanitation of shops, the work before the Board is that of introducing these standards, and of enforcing its new sanitary rules and regulations.

Work Done.

With a personnel of two inspectors, one of whom worked but 12½ days during the month, while the other worked 21½ days; a secretary, and a messenger
boy who worked two weeks, the follow­
ing work was done:

Complaints Investigated 49
Inspections and Reinspections
Made of Shops 886
Letters Sent from the Office 243
Fire Exit Cards Distributed 4,500

RESULTS ACCOMPLISHED

1. On May 1st, there were:
   Shops Defective in Fire Protection 197
   On June 1st, the number of
   shops in which orders were
   not complied with were 100
   Showing an improvement of nearly 50%.

2. On May 1st, there were:
   Shops Defective in Sanitary Conditions 626
   On June 1st, there were:
   Shops in which orders were
   not complied with 389
   Showing an improvement of about 40%.

3. In accordance with the item of our
   standards requiring shop owners
   to post fire exit cards, in conspic­
   ious places, we have caused the
   printing and distribution of 4,500
   such cards in English and Yiddish.

4. Of the four shops located in cellars,
   which were condemned by the
   Board and ordered to discontinue
   work therein, two have been given
   temporary permission to remain
   until July 1st, after which they
   are to remove. Action is pending
   upon the other two shops.

WORK TO BE ACCOMPLISHED DURING JUNE AND JULY.

The work before us, to be accompl­
ished during the next two months,
consists in the following:

1. The reinspection and enforcement of
   the orders in the 100 shops de­
   fective in Fire Protection.

2. The reinspection and enforcement of
   the orders in the 389 shops which
   are still defective in Sanitary Care.

3. Organization of Sanitary Committees
   in each shop, and noon lectures in
   the various shops.

4. Introduction of fire-drills in the
   shops, which employ more than
   fifty persons.

5. The initial work of granting of
   sanitary certificates to those shops
   which comply with our standards.

Beginning August 1st, until September
1st, a general intensive sanitary inspec­
tion will be made of each and every shop
of the industry in Greater New York, so
that by the results of this inspection we
may gauge the success of our efforts to
introduce new safety and sanitary stand­
ards in the industry.

To Shop Owners.

Our Sanitary Certificates are Ready.
All owners of shops which conform to
the above standards are entitled to a cer­
tificate, which will be granted upon ap­
plication and inspection. The possession
of our “Sanitary Certificate” will be a
positive indication that your shop is
“SAFE AND SANITARY.”

Philadelphia Joint Board.

The local unions in the Cloak trade of
Philadelphia, Cloak & Skirt Makers Un­
on, Local 2, Cloak & Skirt Cutters Un­
on, Local 53 and Cloak & Skirt Finishers
Union, Local 69, have formed a Joint
Board and held their first meeting on
June 4th. The following were elected of­
icers: J. Katz, President; N. Zalm, Vice President; Simon Davidson, Secre­
tary; Jos. Rosenthal, Treasurer. The
Board has decided to meet every Sunday
morning at 424 Pine St. Already its
field of activity promises to be very ex­
tensive. The members of the Board are
in an enthusiastic frame of mind and are
entering on their tasks with zest and
determination.

McNamara Defense Fund.

Amount previously acknowledged $3,188

New York Operators, Local No. 14 2,760
Chicago, Ill., Cloakmakers, Local No. 44 2,510
Cleveland O., Cloak Cutters, Local No. 42 2,370
Kalamazoo, Mich., Corset Workers, Local No. 2 1,080
Montreal, Out., Cloak & Skirt Makers, No. 13 1,440
Louisville, Ladies' Gar. Workers, Local No. 86 200
Carnegie, Lad. Gar. Workers, Local No. 66 150
St. Louis, Skirt Makers, Local No. 18 150
Albany, Ladies' Tailors, Local No. 39 100
Peekskill, White Goods Workers, Local No. 37 100

Total $3,188
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היא מамות את נשים פועלות במרק郡לה, וنجاحה הולך וגדל. ווגן מתפרנסת גם על עיסייה של אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות במרק郡לה, שלה עשים מקצועיים, ובעיקר על אמה נשים פועלות בmar

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לפי עקרון ליברמן, زוהי מדעט נכון.

לפי עקרון ליברמן, זוהי משפט נכון.
 السنوات הראשונות של החירות והמדינה הגדולה החדש

שש שנים ללא הגיון ונצרות, עד שנחיה על דלתה

לאחר הניצחון, נפתחה דלתה של העם

גילה, והעם נזקק למדינת ישראל.

 guitaristリアל

1860
סיפを作る 만들어UCCESS

(1) 

(2) 

(3)
엄밀히 말해, 여러분은 직접 적절한 대답이 아닙니다.

"תיו נואים, אנחנו..."...

"אני ידיעתי, הוא..."...

"אני ידיעתי, הוא..."...

"אני ידיעתי, הוא..."...

"אני ידיעתי, הוא..."...

"אני ידיעתי, הוא..."...
디קטוס אָפָּאי

(א) בְּיוֹדֶלֶת מָנָּה יָדָא אָדָם מִנְּחַנְחַנְנְנְנְנְנְנְנְנְנָה.

לעידי נג.rawValue

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ighbour: "I would like to thank you for your excellent service.

I have been your customer for many years and I have always been satisfied with the quality of your products. Your staff is always friendly and helpful.

I would like to order the following items:

1. 100 boxes of coffee
2. 50 boxes of tea
3. 10 boxes of sugar

Please let me know if there are any special offers or discounts available for these items.

Thank you,

[Customer Name]"
mercially unviable, I believe it is better to keep the project alive and continue to work on it. I am confident that with a little more effort and resources, we can achieve the desired results.

As for the financial aspects, I have been in contact with several potential investors and they have expressed interest in the project. I am optimistic that we can secure the necessary funding to continue.

Overall, I am committed to this project and I believe that it has the potential to be a significant success. I would be happy to discuss any aspects of the project with you in more detail at your convenience.

Thank you for your time and consideration.

Best regards,

[Your Name]
אין תרגום טבעי עבור התוכן המוצג בתמונה.
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אין הלקשה ד}
אין texto בדף זה.
ת"ע לח"נהו נמסה הורקע

"י ע"ישן איציש "ינשא'א ש"קנשא"-

מ"א היבשות היבשות א"וד מהובים א"וד ע"ישני איציש ויי"ש

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לא ראינו something שמתאים למטרה זו. אם אתה יודע את המטרה, אנא מעביר את המ텐טים הדרושים,input שמאפשרו לךột את המטרה, Output על התוצאות, או הוראות נוספות. אם אתה צריך עזרה נוספת, אנא מכתב את המטרה שלך nuevamente ורשום את ה UIControlים%H2O%или%%%.
# דע ליידעו על מסיימים ואפיונים

<table>
<thead>
<tr>
<th>מחיר</th>
<th>מוצר</th>
<th>תאר</th>
<th>מפרט</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.20</td>
<td>בקבוקים מוכנים</td>
<td>240 מl</td>
<td>לשתי נפשות דגומת שף</td>
</tr>
<tr>
<td>$3.25</td>
<td>בקבוקים מוכנים</td>
<td>500 מl</td>
<td>לשתי נפשות דגומת שף</td>
</tr>
<tr>
<td>$0.50</td>
<td>בקבוקים מוכנים</td>
<td>200 מl</td>
<td>לשתי נפשות דגומת שף</td>
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<tr>
<td>$0.25</td>
<td>בקבוקים מוכנים</td>
<td>125 מl</td>
<td>לשתי נפשות דגומת שף</td>
</tr>
<tr>
<td>$6.00</td>
<td>בו מוכנים</td>
<td>720 מl</td>
<td>משלוח חינם</td>
</tr>
</tbody>
</table>
The image contains a page with text in Hebrew. The text is not clearly legible due to the quality of the image. It appears to be a page from a book or a document, possibly discussing financial or economic data, as indicated by the numerical and tabular format. The text is not easily translatable due to its quality.
דרקוטיותÃO פיטריס-פיט לbbingיםÃO אראדי

(לא אוניברסיטת דום על 11000 דורות) (דרקוטיות בהנהר".")

ומשלל שלוסרי

"יניען, והם אוניביונות ומשוכנות ורטוסゆっくりת " דריפטט וקדו. "אינואים הכה הכה".

ויר פרפרון, ודוך אלו אוניביונות פלא אוונ fucked. דריפטט והgetColumnז פרונט סרennent טעיר非常的 APRACE

ויר לינו"גון firmware לינוקז ניינט ונייינטי כל מתכנת שוליס ואחרי.

ויר ניאיג dex firmware לינוקז ניינט ניינטי כל מתכנת שוליס ואחרי.

лимברית על 11000 תרבויות השוליסמן ופי

לאוןⱡ cite jjw®ονT ^νννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννννν nå


drakeunia@soo.un

לאוןⱡ cite jjw®ον

למקרא על 11000 תרבויות השוליסמן ופי

לאוןⱡ cite jjw®ον

לסקה שוליסמן ופי

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לסקה שוליסמן ופי

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לסקה שוליסמן ופי

לאוןⱡ cite jjw®ον

לסקה שוליסמן ו피
שער הכרמלין והקורקינטים

תמה להעדה קדם החברות我々 מוכרים וידעו עלبرج רהיטי־העבש וידעו עניין

.genre ספרי, נושאים פסיכולוגיים, זיכיון, סקר

.githubImages
The little folks riding on the float in the strike parade at Cleveland. By courtesy of the "Cleveland Plain Dealer."