The Ladies’ Garment Worker, Volume 5, Issue 7

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The LADIES' GARMENT WORKER

72 Pages Illustrated

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THE SCHREIBER PRESS, 437 GRAND STREET.
B. SCHLESINGER,
ELECTED INTERNATIONAL PRESIDENT AT CLEVELAND CONVENTION, JUNE, 1914.
International President B. Schlesinger

President Schlesinger was one of the pioneers in the movement to organize the Ladies' Garment Industry of this country, and he always served the interests of the workers in an active official capacity. Brother Schlesinger was the delegate of our International Union to the Twenty-second Annual Convention of the American Federation of Labor, held at New Orleans, La., in 1902. He was elected President of the International Union at our Fourth Annual Convention held at Cleveland, Ohio, in 1903. At that convention he represented the Cloakmakers' Union of Chicago, then Local No. 5, of which he was the organizer. In 1904 he became business manager of the Cloakmakers' Union of New York. In 1907 Brother Schlesinger led a general strike of the Reelfer Makers of New York, which then became the biggest and strongest union of the International. He continued to serve the Cloakmakers' Union until June, 1907, when he became the manager of the Jewish Daily Forward, which position he filled with honor and success. But while nominally out of the union for a certain brief period he practically enjoyed the confidence of the local leaders, who sought his counsel and guidance whenever occasion demanded.

During the great cloak strike in the summer of 1910 Brother Schlesinger was one of the union representatives on the conference committee, whose negotiations with the manufacturers finally resulted in the Protocol settlement which has been ruling in the trade ever since.

Last winter when a new administration had been installed in the Cloakmakers' Joint Board, Brother Schlesinger was called in to reorganize the Joint Board offices. He gladly undertook this arduous duty and gave his services freely without remuneration. Brother Schlesinger had always enjoyed a wide popularity among the workers of the ladies' garment industry, and when Brother Rosenberg had declined to run for the office of President the delegation prevailed upon him to accept the nomination and he was elected without a dissenting vote.

Our new President is a member of the Socialist Party, but he views organization matters from a business standpoint, and he may be relied on to blend the ideal and the real for both the intellectual advancement and material benefit of our membership.
Brother Sigman, who landed on these shores in 1903, is a cloak presser by trade, but he is of that altruistic type of people who are not content to remain industrial drudges themselves, nor to leave their fellow employees in industrial darkness and bondage. When Brother Sigman had made personal acquaintance with the working conditions in the shops he found that industrial darkness ruled in the Ladies' Garment Industry and bondage was the lot of the workers. Like many others of his type, he was fired with the enthusiasm inspired by the union idea, and plunged into every movement to organize the workers that had been launched in those years. He was one of those who tried independent unionism and many other "isms" that then swayed the minds of the leaders of thought in the labor movement. To quote his own words, at a labor gathering in 1912: "We quarreled among ourselves about industrialism, craft unionism and other "isms" because our entire field of action consisted of propounding theories and hunting shadows and speculations. We had no practical work to do. But as soon as the affairs of a big organization presented practical problems every day we stopped quarreling over shadows in order to grasp the substance and take advantage of opportunities."

These opportunities first appeared in the period of preparation for the general strike of 1910. At that time Brother Sigman took his full share of organizing work along with Brothers Rosenberg, Dyche, Polakoff, Pierce, Kleinman, Lefkowitz, Metz and others. It is in connection with his duties at that stirring time that the enemies of the Cloakmakers' Union are now maliciously trying to fasten on him a crime the very suggestion of which is the height of absurdity.

Soon after the strike of 1910 had been brought to victory and the leaders began the work of internal organization, Brother Sigman was assigned to various duties, which he carried out to the best of his ability. He was manager of one of the busy offices of the Cloak Makers' Union; he acted as general organizer and visited cities out of New York. On these visits he always accomplished good
work, strengthened the locals and infused life and enthusiasm into the disorganized ranks.

At the Toronto convention Brother Sigman was elected Second Vice-President of the International. After the convention he was assigned to Boston as general organizer, and he did a great deal to prepare our Boston locals, comprising cloak and skirt makers, ladies' tailors and waist and dressmakers, for the general strike of March, 1913, which resulted in a protocol agreement with the employers. Meanwhile his own local union, the cloak pressers, having a membership of 8,000 strong, elected him as financial secretary and manager, and he acquitted himself with credit in this service, inspiring the membership with confidence and maintaining harmony and discipline in spite of the trying period of last winter. During his term of office the Pressers' Union was considerably strengthened by the introduction of a relief and consumption fund, which has benefited a number of needy and suffering members. General Secretary-Treasurer Sigman thus enters on his new duties with a good name and a record of many years of trade union activity.

First Vice-President John F. Pierce is likewise one of the pioneers in the movement for organizing the workers in the ladies' garment industry. Brother Pierce first joined the union in 1898. The garment cutters were then organized as the "Gotham Association," under the Knights of Labor. He continued his membership after the cutters had separated from the Knights of Labor and formed an independent union. He was with them when in 1901 they affiliated with our International Union under the designation of United Cloak and Suit Cutters, Local No. 6. In 1902 the Waist, Dress and Washable Goods Cutters affiliated with our International as Local No. 15, and Brother Pierce was the secretary of this local for two years and the president for two years. In 1906 these two locals joined forces, forming the present Amalgamated Garment Cutters' Association, Local No. 10, which has been in the field ever since.

In the great strike of 1910, Brother Pierce was in charge of the finances. In course of the intervening time he was active in many ways, either in his own local union or on various missions connected with the general office. Brother Pierce served on the settlement committee in the strikes of the Waist and Dress, Wrapper and Kimono and Whitegoods Workers in 1913, and performed responsible duties in the Philadelphia strike of last year.
President Gompers’ Address

At our Twelfth Convention in Cleveland

I am very glad of the opportunity of being with you to-day in convention. There are numbers of you whom I have met in your own home cities and in your union meetings; I have met you in mass meetings; I have met you in private consultation and public conferences; I have seen you in the hours of your deepest miseries; I have seen you in the midst of your great struggles and your battles; I have seen you on the crest of the wave of your successes, and I have seen you under all sorts of conditions which the human mind can conceive. And to meet you now in convention, where you are going to discuss the policies and the make-up and the methods of your Organization, to outline the future course which you are to pursue in regard to the manifold interests in which the members of your Organization are interested so vitally, is a great pleasure. It affords me great pleasure to be with you, for there are some things upon my mind which I should like to convey to you, and I trust that you will consider my remarks for the sake of those who have entrusted their interests into your keeping, that their interests may be protected and promoted.

The American labor movement is a standing protest against social injustice. The American labor movement stands as a constant question mark to all the claims of boasted civilization and progress. It is a constant demand made upon society for better, better, and still better conditions for the men and women who toil, who give their service to society. There may perhaps be some royal road to social justice, there may be some short-cut to it; but after a lifetime of closest touch with the movement to attain some degree of social justice; after a lifetime devoted to the study of the historic struggles of the peoples of all ages, and connaît the progress which has been made, I cannot conceive that the labor organizations, either to-day or in the future, are mere expedients. I can conceive of no time in the future history and development of the human race when the labor organizations will be unnecessary. For, let your minds run riot, if you please, there can be no permanent institution on the face of the globe unless it will have as its foundation rock and administrative agency the organizations of the working people. If ever the highest ideal of social justice will come to the working people and to the masses of the people of our country or any other country the whole civilized world over, it will be brought about by the much misunderstood labor organizations.

We are living in an age when the concept of social justice is the most pronounced in the minds of our people and the peoples of other countries; but I think that all will agree that if we but look back a few years and compare the conditions which obtain among the working people to-day with those that existed ten, twenty, fifty or a hundred years ago, we shall surely reach the conclusion that we have accomplished a good deal.

As a matter of fact, 20 years ago it would have been an absolute impossibility to have held a convention such as this, representative of the men and women who work in the ladies’ garment trades; for the men and women in the trade themselves could scarcely realize that they would have the character, the persistence, the determination to stand erect declaring to the world that the men and women of labor who are giving their services to society are entitled to a better life, better conditions, shorter hours, more pay, more manhood, more independence of thought and action in determining the destinies of the working people of our country.

Look about you, if you please, not only in your own trade, but in all others, wherever the potent influence of organization has come among the working people, and there you will find a greater degree of independence, a greater degree of character, of manliness, of womanhood, a greater degree of determination to fight, and fight, and still fight on and on until the workers shall come to a better life and a better system of work and life and home. If such a struggle of the human race there are battles which are lost, there are struggles which fail to accomplish the aim and the purpose for which the struggle may be inaugurated. In no struggle of the human family, whether it be political, whether it be industrial or whether it be on the bloody battlefield, has any cause been uniformly and absolutely successful. Here and there a battle has been lost, here and there a set-back has been endured; but particularly in the cause of labor the
setback has always been temporary; the working people have never been conquered, the working people cannot be conquered, because they represent the cause of human justice and they must always succeed.

There have been battles supposedly lost, such as the great copper miners' strike in the Calumet district of Michigan. Who will tell me that that was a defeat? As a result of that movement to which the toilers of our country gave their earnest support in all ways, moral and financial, what has been done? The world says: the copper miners have been defeated, and that the labor movement has had a setback. But is that true? As a matter of fact, the things for which the strike was inaugurated have been achieved. The eight-hour day was won from this great corporation, a higher wage was secured; better conditions all around have been accomplished. The thing that was not achieved was the recognition of the union and collective bargaining between the unions and the employers. But I say the purpose, the primary purpose, the improvement of the conditions of the copper miners, was accomplished. And who will say that with a shorter work-day, with higher wages, with larger liberty of action, the cause of unionism is lost in the copper mining district of Calumet? Who will have the temerity to say that? Organization among the copper miners of Calumet is as sure to come as the sun will rise to-morrow morning.

And what of the tremendous struggle that has been going on among the coal miners of Colorado, accompanied by tyranny and brutality that put the name of Colorado to shame? It will surely take some time before the good name of that State can be regained, before the blood of the murdered men, women, and children will be wiped out from the annals of history and from the minds of the people. And the struggle is going on; it is being waged, and even the Rockefellers are trying to hide their heads from the aroused indignation of the people of the country. Last night, in one of the local churches of Cleveland, a minister of the gospel, hearing the word of a Rockefeller, tried in the name of God and humanity to whitewash this monstrous fraud upon the American people, the Rockefellers.

Does anyone believe the spirit of justice, the spirit of freedom can be shot out of the hearts and the minds of the Colorado mine workers? Does anyone for a minute harbor the thought that the murder of innocent women and children is going to be forgotten by the American people? If there be anyone so oblivious to the lessons of history, let him look back to the times when men were sent to prison, to the gallows, branded with red hot irons, torn and dismembered, and he will find that out of it all, out of the tyranny, out of the brutality has come a spirit of manhood and womanhood to the people of our country and the people of the world who are demanding now, and to-morrow, and to-morrow's to-morrow, justice for the toilers and the masses of our people.

Perhaps an incident which has occurred here in this city within the past few weeks has attracted your attention. I refer to the few men who, constituting the Board of Education of this city, undertook to deny the right of the employees of the city, the teachers, to associate themselves for their mutual protection. Think of it! The teachers who do such splendid service; who help mould the characters of our children; who have intimate concern with our youth, are paid the most miserably low wages and treated with a contempt that a ditch digger or a hod carrier would resent! Does anyone imagine for a minute that the Board of Education of Cleveland is going to finally succeed in stamping out the spirit of organization among the teachers? Why, as a matter of fact, the movement, instead of being confined to Cleveland itself, has already spread throughout the State and throughout the nation. That is labor's answer to every tyrant and to every form of tyranny. Phoenix-like he arises from the ashes of any defeats.

And so we are making progress. Slow? Yes, all too slow to suit my impatient spirit; but do not fail to recognize the advances we have secured—not the advances, if you please, which have been handed to us on a silver platter, but the advances and the improvements and the achievements which we have secured by our own efforts, by our own endurance, by our own sacrifices and by the burdens which we have borne, by the spirit which permeates our very being, which are typified in the words—the demands of the organized labor movement of America. And we shall not stop. We could not stop if we wanted to, and we don't want to.

I was invited by your Organization to come here and visit the convention and to address it. Without the slightest hesitancy I accepted and took myself away from other perhaps
equally important work in which our movement is engaged and which rightfully demands my attention. I am away to-day from the headquarters of the American Federation of Labor when there is one of the most important matters which has come up and which, in my judgment, will be determined by the House of Representatives to-day. I ought to be there, and yet I felt I ought to be here, and so decided.

The measure now pending before Congress has for its accomplishment three important facts: First, to guarantee the life of the labor movement against criminal prosecution for the doing of normal acts, acts of normal human activities, and prevent suits and the recovery of three-fold damages under the Sherman Anti-Trust Law; in other words to secure for the working men and the working women the right to exercise power and control over themselves in determining when they will or will not work, to quit whenever their rights are invaded, to stop work whenever they may fancy, whether they have a good cause or whether they have no cause at all. I refer not to the human right alone, but to the legal right.

The bill also has to do with the effort to abolish the use of injunctions in labor disputes when no such injunction would be issued if a labor dispute were not in existence. It also seeks to regulate the proceedings in indirect contempt cases and provides for a jury trial. In other words, it is the establishment of a new Bill of Rights, it is a new Magna Charta, it is a new Declaration of Independence, it is a new bill of rights for the working people to exercise their normal activities in their own behalf, in behalf of the common people of our country, now and hereafter.

Now, I want to say something more, particularly in regard to your own Organization. I have already said I have been with you in all sorts of struggles and battles, and I think I may say without appearing vainglorious that I have tried to be of some assistance to the men and women in the needle trades. I think I have. I think I have a right to say I have been of help. You have taken me into your councils, you have asked me for such assistance, such advice, such counsel as I was able to give, and I know of no instance in which I have withheld from you anything. I have endeavored to give you the best that was in me.

There was a time when you had some few little fragmentary organizations, when you would go on strike and make a battle and a struggle that was worth going any length in the world to observe—to see the heroism and the self-sacrifice and the hunger which your men and women endured. You would win, and after that you would go to work, and very shortly thereafter you would leave your union. And when you did that your victory flew away, your wages and conditions of employment, if they did not get worse, at least went back to the old conditions. Then after a year or two, after going to sleep in the meantime, you would wake up again and make another glorious fight. Then there was a repetition—you would win, but in name only, because you again deserted the union, and the employers took advantage of your demoralized state, and you went back to the old conditions. And this was true until a few short years ago, when you finally succeeded in getting the idea of maintaining the union in good times and bad times, in victory or setback.

I know that among the rank and file, and perhaps among some of the delegates here, the idea prevails that your progress is too slow, that you ought to be absolute masters of the situation. You want to establish immediately the mastership of the industry, and that you, and you alone, have to determine the course without regard to any other interest. Now, I am not here to advocate the rights or the interests of the employers; they have enough brains to do that for them without me; but I do want to bring your attention to your responsibility, to your own people and to yourselves. Nor is it my desire to pronounce an eulogy upon the officers and the leaders of your International Union; but I would be a coward and a traitor to the cause of organized labor did I fail to take advantage of this opportunity to say to you that in my experience with the needle trades, with the effort to organize them, these trades have never had a set of men in authoritative position who have so thoroughly, unselfishly and intelligently safeguarded and protected the interests of the men and women as those you now have as officers of your Organization.

I know whereof I speak when I say that, no matter how thorough your Organization may be, there will here and there creep up an injustice practiced by an employer, an injustice practiced by a superintendent or by a foreman, it is difficult to meet because of the work in which you are engaged for the protection and
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It is not always, wise and it is not always practical to make even a justifiable fight; it is sometimes the part of wisdom—it is often the part of wisdom—it is often for the best interests of all, even, that some injustice may not be rectified immediately.

One of the greatest evils which your trade has to endure, one of the greatest difficulties you have to overcome, is the attempt on the part of some of the working people engaged at their work to permit what is known as shop strikes. Shop strikes undertaken with so little concern for all the workers in the industry are very much like a company of a regiment of soldiers engaged with other soldiers in a great war, if that company of soldiers on its own account undertakes to engage in battle with the other side. If one shop can go on strike, so can every one of them on its own initiative and without any general understanding or direction. If one company of a regiment can engage in a battle with any other army, so can any other company, and instead of there being a general understanding, and general maneuvering each company acts—using the language of the street—on its own hook, without regard to the rest of the army.

And so with the organized labor movement. It is better to wait until there is a general concept of what is best for all the women and all the men in a trade that the ammunition and the lives of those engaged in a general battle shall not be squandered or torn asunder. And I appeal to you to have in mind the lessons of history, the lessons of industry and the lessons of the organized labor movement, to see to it that there shall be a better opportunity provided by your convention by which those who are entrusted with the affairs of your International Union may have a larger authority, at least of a supervisory character, of a directing character, that there shall not come a time when all that has been gained and all that has been secured, the splendid advances that have come to you through your efforts shall be thrown to the four winds of heaven and destroyed to you perhaps for a decade or two.

After all, there is no power to compel workmen to do anything if not by a union. There must be order and discipline if we expect to go forward. And how can we secure such discipline? No international union has a police force, we haven't a military force, we haven't an army or a navy to force people to do anything, and nobody wants them; but there must be some discipline. We cannot move, we cannot advance without discipline. I hold it is the duty of every man and woman in this convention and every man and woman in this organization, of every man and woman in the industries to join the union, then to form and be a part of an international union, and then part of the general movement represented by the American Federation of Labor. That in itself is the beginning of discipline. And when we adopt a resolution or law—that means that we are imposing discipline upon ourselves—the most potent and effective discipline for intelligent men and women.

REGARDING TRANSFERS.

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

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

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

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

5. On accepting a transfer issue to the member a new dues book and don't paste the dues stamps into his old cancelled book.
My heart is too full to speak as freely and as fully as I would care to. I am very grateful to you for this demonstration of kind feeling. I am sure it is entirely unnecessary, as no matter what has happened or may happen between me and the Clerc Makers' Association or between me and any other union, I belong to them and they are mine. (Applause.) I want to say, brothers, that I have no feeling of anger, no resentment or antipathy toward the few brothers who disagree with my views.

There is only one enemy the laboring class is confronted with; there is only one powerful and dangerous influence the laboring people have to contend with. As the German Marcella speaks it:

"Der Feind, den wir am meisten kassieren,
Ist die Unwissenheit der Massen.""}

The victory we have to gain is the victory of that portion of the working class which is awake, which is intelligent, which has thrown off the chains of lethargy; that portion of the laboring people which has begun to reason and which asserts its human rights over that element which is still chained to the past, which still licks the dust of centuries gone by, which still clings to the old superstitions, and the darkness with which centuries of oppression have surrounded it. It is almost all the time a struggle with ignorance. And no man can be looked upon as a factor in the labor movement if he at any time gets angry at the laboring people, angry at the masses, or angry at a union.

We have had moments of chaos, we have had moments of confusion, we have had moments of suffering, we have had leaders and mis-leaders—we shall have them, we cannot get rid of them—but there would have been no mis-leaders, there would have been no deceivers if the laboring class were not suffering, if the thousands of workers made a decent living, if conditions were not miserable. Let us at no moment permit ourselves to forget that we have really only one enemy, and that is the enemy who separates the working class from the opportunity to be free, who diverts the productive forces of production. Let us never forget it.

I hope that this convention will bring the element of unity, I hope you will be courageous enough, I hope you will be manly enough to discuss every question frankly, openly, without malice, without prejudice, as men should. The coward is the most dangerous man in the labor movement. And while I may disagree with some things which some of the officers have done, let me tell you that I respect a hundred times more the officer who will openly oppose me, provided I know he is one hundred per cent honest, provided I know he speaks his mind, and I know that every word he says he believes in. We need honesty in the movement; we need that kind of honesty which is not afraid of anybody, not even of the newspapers. We need the kind of honesty where a man speaks his mind openly. You must have differences of opinion, but those differences of opinion should not divert your attention from the principal issues before you.

I hope that this convention which is held in the city of Cleveland, where in the year 1911 six thousand men waged for twenty-two weeks a bitter and cruel war for the recognition of human rights, will work for unity. In this city, where a few Bourbons of the needle imagine they are stronger than humanity, stronger than the laws of civilization, stronger than the labor movement; in this city where these people believe they gave us a death-blow, we show up a hundred thousand strong and defy them and will defy them to the end. I wish they had their agents here, I wish they had their emissaries here to see the intelligent way in which our men and women, our sisters and brothers, will discuss the serious problems which affect the lives of one hundred thousand workers—one hundred local unions from the Atlantic to the Pacific!

We had unions some time ago—they existed on paper. We had agitators who were irritators only. We had a movement that moved backward. We talked about a social revolution and had a 70-hour week! We talked about organizing the whole world in a day, and do under our very noses people slaved in the sweat-shops! The word "sweat-shop" is not separable from the word "tailor." Jewish industries were supposed to be sweat-shop industries. The Jew in America—what did the American public think of him? A Jew
was either a peddler or a cloak manufacturer; as Italian was supposed to be a boot-black or a seller of bananas. They looked with contempt upon us and told us we could not organize, we could not unite; but if a day will ever come when the American historian will analyze and study the contribution of the Jew to American progress and American civilization he will speak of this glorious organization as one of the greatest achievements of the age.

Today, friends and comrades, what do we find? The New York Times, the most conservative type of the bourgeois American paper, the New York Times a short time ago told the American people, told President Wilson, that an effort would be made to settle the Colorado strike on the basis of the collective agreements which exist in the needle industries in New York. Professor Seligman, of Columbia, has also suggested that one of the ways of settling the Colorado problem is to adopt a collective agreement of the nature which prevails in New York. Professor Seligman takes a phrase which I used for the first time in 1910 when the employers said they would not give you a closed shop. I said we did not fight for the closed shop, because where there was an open union every worker had a chance to work in the trade; and today Professor Seligman uses the term "open union," which was used by the attorney of the despised Jewish tailors of New York.

We have contributed our share to American progress; we occupy the third place among the international unions of the American Federation of Labor; and while we have our great and serious problems—and I hope you will discuss them with the seriousness they deserve—some of them are so complex, so interwoven, that we will take them along with the social revolution, and some of us—myself included—after the coming of the social revolution will have to be appointed a committee to settle some of the troubles in the cloak industry. But one thing is certain, we must have unity. I want you to leave this convention when the time arrives for leaving it with more love in your hearts than you came with. There can be no union on paper. Union means something. Are we a union of discordant, confusing, conflicting elements? Are we a union of forces that collide with and destroy each other? Or are we a union of men and women inspired by the one idea of fighting the fight of the working class? Shall we have a union or disunion?

Let us go back to our constituencies with the conviction that we have cemented, that we have perfected, that we have strengthened this Organization, because serious are our problems, powerful are our enemies, great are the conflicts which await us.

I thank you, brothers, for the kindness you have shown me. I have not for one minute thought of deserting the cloak makers. But when the ship was on fire, having on board a captain who was blind and sailors who were drunk, I thought it a sensible thing to step aside so that I could come at the proper time and lend a helping hand. May my hand rot if I ever refuse to give the best that is in me to the working class of America.

**Amendments to the Constitution**

**ADOPTED AT THE CONVENTION.**

Article 5, Sec. 14, has been amended to read as follows:

The General Executive Board shall meet twenty days prior to the convention and appoint an Audit and a Credential Committee of seven members, three of whom shall be delegates from cities outside of Greater New York, whose duty shall be to meet at the General Office of the International Union not later than 10 days prior to the holding of the convention, to examine all credentials, books and accounts of the General Office, and make a complete report.

The reports of the International President, General Secretary-Treasurer and G. E. B. shall be prepared, printed and mailed to the delegates one week prior to the general convention.

Article 7, Sec. 1:

**ASSESSMENTS.**

Sec. 1. The General Executive Board shall have the power to declare a levy of ten cents per member per week on all affiliated unions for a continuous period not exceeding fifteen (15) weeks in any one year, to assist in the support of an affiliated organization en-
gaged in a protracted strike or lockout. Such assessments should be collected from the members by the locals through assessment stamps issued by the I. L. G. W. U.

The following new Section 2 was added to Article 9:

The membership due books or cards issued by the locals to the members are to remain the property of the local by whom they are issued, and cannot be sold, exchanged or given away, and can be revoked by the local union or its authorized officers at any time they deem it necessary.

Sections 2 and 3 have been changed to 3 and 4.

Article 14, Sec. 7 has been amended to read as follows, and it was decided to place it as Sec. 5 of Article 17:

Local unions shall not charge the difference of initiation fees from members traveling from one locality to another, providing he or she has been a member of the I. L. G. W. U. for at least one year, and providing the local has been existing for that time.

Sections 5, 6, 7 and 8 of Article 17 have been changed to read as Sections 6, 7, 8 and 9.

Article 5, Sec. 9 has been amended to read as follows:

Sec. 9. The G. S.-T. shall issue an itemized monthly financial report to each L. U. He shall also issue quarterly report blanks to the L. U.'s with the instructions for filling out and returning the same. The quarterly reports to end in June, September, December and March.

The sentence relating to the G. S.-T.'s supervision over the editorial department of the official journal has been stricken out.

Article 5, Sec. 11 has been amended to read:

Sec. 11. The G. E. B. shall direct points of law arising under the jurisdiction of the I. L. G. W. U.; also claims, grievances and appeals; such decisions shall stand until the next (general or Special) Convention of the I. L. G. W. U., when, unless appealed and reversed, it shall be final.

They shall have power to authorize strikes and boycotts in accordance with this constitution, as hereinafter mentioned, and shall have the general supervision of the I. L. G. W. U. and fill all vacancies which may occur among the officers, and initiate legislation. It shall also be their duty to issue an official journal in as many languages as they will deem necessary, and designate the editor for any such publications.

Article 5, Sec. 16 has been amended to read:

The G. E. B. shall have the right to suspend or expel any local union which will deliberately or wilfully violate any law or laws of the constitution, after thirty (30) days' notice has been given to them by the G. E. B., and an opportunity to defend themselves before a meeting of the G. E. B.

Article 4, Sec. 2, has been amended to read:

No member shall be eligible as a candidate for a general office unless he or she is a member of the I. L. G. W. U. in good standing at least two years prior to the convention.

Sections 2, 3 and 4 have been changed to 3, 4 and 5.

Article 14, Sec. 6, has been amended to read:

Foremen, foreladies, or persons having authority to hire and discharge employees shall not be permitted membership in the I. L. G. W. U. Persons running for or holding office in any of the capitalist parties are likewise barred from membership and from holding any office, paid or unpaid, in the I. L. G. W. U., Joint Board, or District Council.

Article 3, Sec. 8, has been amended to read:

A paid officer of any Local Union, Joint Board, District Council or I. L. G. W. U., who has been in the employ of the organization for six (6) months or more within the two years between the previous and succeeding conventions shall be eligible as a delegate to the convention, providing he or she is a member of the I. L. G. W. U.

Article 17, new Section 6a:

Members of any union in foreign countries affiliated with the International Tailors' Secretariat on bringing a transfer card from their unions showing that they have been members in good standing for not less than six months, such transfer shall be accepted by our locals in the United States and Canada.

Article 3, Sec. 22, paragraph 2 in the order of business and the word "Finance" in paragraph 5 of the same section have been stricken out and paragraph numbers rearranged.

Article 8, add new Section 8b, as follows:

If a member of the I. L. G. W. U. brings a charge against an officer of a Local Union, Joint Board, District Council or against any member of the I. L. G. W. U., he shall be held responsible if the outcome
shows that the charge is false. Said member shall be put to trial for perjury to the same body that tried the accused member. The body shall have the right to fine the offender according to the harm he caused to the other member.

Article 14, new Sec. 8:
The initiation fee in the local unions or the International shall not exceed the sum of Fifteen ($15) Dollars for men and Ten ($10) for women, new members against whom there are no complaints or charges.

Article 6, new Sec. 8 has been amended to read:

The initiation fee in the local unions or the International shall not exceed the sum of Fifteen ($15) Dollars for men and Ten ($10) for women, new members against whom there are no complaints or charges.

Article 3, new Sec. 9 has been amended to read:

All local unions affiliated with the I. L. G. W. U. for at least three months prior to the holding of the convention shall be notified by the G. S. T. sixty (60) days before the biennial convention takes place to elect the number of delegates they are entitled on the basis of representation, but if any special convention of the L. L. G. W. U. should be called before any biennial convention, all delegates of the last convention shall be sent by the L. U. and to represent them at their special convention.

Article 12, new paragraph to Sec. 4:

The Joint Board of every city shall have the right to decide with a majority vote to admit special representatives from branches of a certain nationality or language, if they should find it necessary. The majority of the Joint Board voting for admitting such representatives shall also define the rights of such representatives at the Joint Board.

Article 5, Sec. 4 has been amended to read:

The Financial Secretary of a local union, joint board or district council shall immediately after the first meeting, etc.

Article 8, Sec. 9 has been amended to read:

Charges against elected or appointed officers of a District Council or Joint Board, or against any member of the I. L. G. W. U. serving two or more locals in an official capacity, may originate in any L. U. interested, who shall be tried by a committee selected from the Joint Board or District Council and approved by all the local unions belonging to such body. In case there is no Joint Board or District Council they shall be tried by the Executive Boards (jointly) of all the local unions directly interested.

Article 10, Sec. 8 has been amended to read:

No local Union shall formulate conditions of labor, or adopt by-laws the enforcement of which may lead to strikes or lockouts, without submitting them for approval to the G. E. B., nor shall the General Executive Board have the full power to make any agreements, arrangements, discontinue or cause the discontinuance of agreements without the consent of the locals concerned in the same.

Resolutions adopted at the Convention

RESOLUTIONS ON ORGANIZATION.

A large number of resolutions containing requests for organizers, men and women, have been referred by the Organization Committee to the General Executive Board for action.

By Resolution No. 97 the Board was requested to consider the situation in regard to the Ladies Tailors of Brooklyn, Local No. 65, at its first meeting, while Resolution No. 69, submitted by Esther Tauber and Morris Sirota, the convention adopted the recommendation of the Committee on Organization that the incoming General Executive Board appoint an organizer for six months to transact the business of Local No. 50 with the employers’ association of the children’s dress trade and to do general organizing work in that trade.

By Resolution No. 98 the request of the Pressers’ Union of Boston for a return to the piece work system contrary to the provision of the Protocol agreement with the manufacturers was referred to the G. E. B., acting in conjunction with the Boston Grievance Board.

SUB-MANUFACTURING AND SUB-CONTRACTING.

By Resolution No. 74, submitted by Isidoro Epstein of Local No. 10, the G. E. B. was instructed to devise ways and means of bringing about an abatement of the evil of sub-manufacturing and sub-contracting and that such plans and policies be put into operation as will best serve to minimize or abolish the said evil.

UPLIFT MOVEMENT IN CANADA.

By recommendation of the Committee on Organization the following Resolution No. 87 was carried:
WHEREAS, Toronto and Montreal are fast becoming a prominent factor in the cloak and suit industry, inasmuch as thousands of cloak and skirt makers are now employed therein; and although the trade is fast progressing in bulk, it not only fails to bring along with it improved conditions, which could be expected, but proves on the contrary that the working conditions of the thousands of workers tend to become worse and worse as time goes on.

WHEREAS, All the attempts and efforts on the part of the local unions to ameliorate or at least uphold the working conditions up to this time have proved fruitless, the manufacturers not only discriminating against our members on a large scale in every shape or form, but also using organized efforts in introducing the contracting and sub-contracting systems; and

WHEREAS, It can be positively stated that, unless measures are taken as soon as practicable, our thousands of members and everybody working in the trade will suffer to a very large extent; and

WHEREAS, Representatives from Toronto and Montreal who were in conference in 1913 came to the conclusion that the only best way to bring about improved conditions and also to equalize the conditions in the two mentioned cities, is through the medium of a general strike in both cities, which, in the opinion of the conferees would not be of long duration, because there is sufficient ground to believe that the manufacturers will not hesitate too long before they will concede; therefore, be it

RESOLVED, That this convention give full power to the incoming G. E. B. to call and conduct a general strike in Toronto and Montreal just as soon as they will find it practical and possible.

NEW CHARTER FOR LOCAL NO. 20.

RESOLUTION NO. 94.

WHEREAS, The raincoat trade has developed into cloth garments, that is to say the rubberized cloth received a setback for the time being; and

WHEREAS, The raincoat manufacturers as well as clothing manufacturers manufacturing both lines, ladies' and men's garments, prefer, as above mentioned, garments to be made in shops of organized and unorganized garment workers; and

WHEREAS, The Raincoat Makers' Union, Local No. 20, have established in the raincoat industry in the city of New York and the vicinity the forty-eight hour week schedule, twenty-seven dollars per week for cutters, twenty-five dollars per week for pressers, twelve dollars the minimum per week for finishers and seventy-five cents per hour for cementers and operators; therefore, be it

RESOLVED, That the charter of the Raincoat Makers' Union, Local No. 20, be changed and known as the Waterproof Garment Workers' Union, Local No. 20, I. L. G. W. U.

WEEK WORK FOR PRESSERS.

Resolution No. 147, by the delegates of the Pressers' Union, Local No. 35:

WHEREAS, The majority of the pressers of the ladies' garment industry are working week work, and experience shows that it is much better for working men to get a weekly scale, thus avoiding quarrels with the manufacturer as to working prices; and

WHEREAS, Much time and patience is lost in arranging prices; be it

RESOLVED, That this Twelfth Annual Convention of Ladies' Garment Workers goes on record that everybody employed as a presser in the ladies' garment industry shall work week work; also all the working people in the ladies' garment industry shall strive to work by a weekly scale.

The resolution was referred to the G. E. B.

LADIES' AUXILIARY.

RESOLUTION NO. 116.

(By the Delegates of Local No. 67 and 98.)

WHEREAS, There is an organization in Toledo composed of the wives, daughters and sisters of the cloak and skirt makers, known as the Ladies' Auxiliary to the Cloak and Skirt Makers' Union, Local 67; and

WHEREAS, This auxiliary has been of great benefit not only to Local 67, but to the labor movement in general, by assisting unions morally and financially in time of need; therefore, be it

RESOLVED, That this convention go on record as urging its locals to organize ladies' auxiliaries; and, be it further

RESOLVED, That the incoming G. E. B. work out a plan to affiliate all auxiliaries with the I. L. O. W. U.
RESOLUTION NO. 120.
(By the Delegates of the Philadelphia Locals.)
WHEREAS, The cloak and skirt makers of Philadelphia put forth one of the most heroic struggles in the summer of 1913 for a period of twenty-six weeks, so as to bring about the same scale as in New York; and
WHEREAS, The said strike has been lost notwithstanding the front put forth by those men and women; therefore, be it
RESOLVED, That the incoming General Executive Board be empowered to take up the question of reorganizing Philadelphia as soon as they see fit.

RESOLUTION NO. 121.
(By M. J. Ahlps, Local No. 1; A. Babbitz, R. Bernstein and M. Weiner, Local No. 9, and M. Jacobinsky, Local No. 17.)
WHEREAS, It has been demonstrated that the cloakmakers of the city of New York suffer a great deal from the competition of the State of New Jersey, because most of the shops in the said State are unorganized; and
WHEREAS, The International is the only body to organize the out-of-town shops; therefore, be it
RESOLVED, That the incoming General Executive Board should apply all the energy possible to organize all the shops in New Jersey and even resort to a general strike in that State.

FRENCH ORGANIZER FOR MONTREAL.
By recommendation of the Committee on Organization it was agreed to grant the request of the Montreal locals for a French organizer and a substantial sum of money to the Montreal Joint Board wherewith to carry on the necessary organizing work among the French-Canadian ladies’ garment workers.

ASSISTANCE TO JOINT BOARD OF BOSTON.
RESOLUTION NO. 113.
WHEREAS, The Joint Board of Boston, Locals 12, 49, 56, 73 and 36, have protocol arrangements with the Boston Cloak and Suit Manufacturers’ Association; and
WHEREAS, The protocol has been signed by the general officers of the I. L. G. W. U., and the association interprets that the general office is the responsible party for the protocol; and
WHEREAS, The Joint Board of Boston is looked upon by the association as a third party; therefore, be it
RESOLVED, That this convention instructs the incoming G. E. B. to make such arrangements in order to assist the Joint Board of Boston in its dealings with the association of manufacturers with whom we have the protocol arrangements.

CHANGE OF CHARTER FOR LOCAL NO. 21.
RESOLUTION NO. 123.
WHEREAS, The present charter of Local 21, Newark, gives the local jurisdiction over ladies’ tailors; and
WHEREAS, Ladies’ tailoring is fast becoming extinct in Newark, and cloak making is taking its place; therefore, be it
RESOLVED, That this convention sanction the changing of the charter of Local No. 21 to read Cloak and Skirt Makers’ Union, instead of Ladies’ Tailors’ Union.

Resolutions No. 63 and 64 call for agitation for an eight-hour day. Resolution No. 64 reads as follows:

RESOLUTION NO. 64.
WHEREAS, The International Ladies’ Garment Workers’ Union at its Eleventh Convention in Toronto, Canada, decided to commence an agitation for an eight-hour work day in the ladies’ garment industry; and
WHEREAS, In our judgment nothing has been done to carry this decision into effect; therefore, be it
RESOLVED, That this convention urge upon the incoming G. E. B. to make preparations for such an agitation with all speed.

Resolution No. 64, calling for aid in the work of women’s emancipation, introduced by Mollie Lifshitz, Local No. 62:
WHEREAS, The International Ladies’ Garment Workers’ Union is organized, not only for the purpose of obtaining immediate improvements of the conditions of the workers under the present wage system, but also for the complete political and economic emancipation of the entire working class from wage slavery; and
WHEREAS, The women workers, while sharing with the rest of the working class the heavy burden of economic oppression, are deprived of the elementary right of political equality; therefore, be it
RESOLVED, That the Twelfth Biennial Convention of the I. L. G. W. U. solemnly affirm its determination to fight for the 
political emancipation of women; and, be it further 
RESOLVED, That the incoming General 
Executive Board urges upon all its locals to 
aid in every possible way the work of wom­
en's emancipation.

DISTRICT COUNCIL OF NEW YORK TO BE 
RE-ESTABLISHED. 
RESOLUTION NO. 102. 
(By the Delegates of Local No. 20.)

WHEREAS, Article 12, Section 3, of 
the constitution of the International Ladles' 
Garment Workers' Union provides that a dis­
trict council be established in the city where 
a number of locals of the International are 
in existence; and

WHEREAS, No such district council is in 
existence in the city of New York; therefore, 
be it

RESOLVED, That this convention in­
struct the incoming General Executive Board 
of the International Ladles' Garment Work­
ers' Union to enforce the above mentioned 
clause of our constitution.

AFFILIATION WITH A. F. OF L. LABEL DE­
PARTMENT. 
RESOLUTION NO. 171. 
WHEREAS, The Union Label Depart­
ment of the A. F. of L. is formed for the 
interests of all label crafts; therefore, be it

RESOLVED, That we, the International 
Ladies' Garment Workers, affiliate with the 
Union Label Department of the American 
Federation of Labor.

RESOLUTIONS ON EDUCATION. 
On due consideration of a number of reso­
lutions calling for the spread of education 
among the members, the Organization Commit­
tee, of which B. Schlesinger was the chairman, 
recommended, that a committee of five, includ­
ing the President and General Secretary-Treas­
urer, be appointed with full power to act, to 
moot soon after the convention for the purpose 
of devising plans and working out the details. 
This recommendation was adopted, with the 
amendment that the Educational Committee 
to be appointed shall consist of seven members.

STATISTICAL DEPARTMENT. 
Resolution No. 61, introduced by Morris, J. 
Ashe, Local No. 1;

WHEREAS, Our International Union 
practice collective agreements with the 
Manufacturers' Associations, which prevent 
strikes and cause all differences to be set­
tled through arbitration;

WHEREAS, Our past experience has 
shown us that in order to win demands re­
garding wages, etc., through arbitration, it 
is absolutely necessary to know definitely 
the earnings of the working men, and the 
number of working weeks during the year.

RESOLVED, That the International ob­
ligates itself to establish a department of 
statistics, where they should always have on 
hand all necessary statistics which the vari­
ous locals and Joint Board might require 
with a view of winning their demands through arbitration.

The resolution was referred to the G. B. B. 
for action.

CONSOLIDATION OF PUBLICATIONS. 
No less than four resolutions have been in­
troduced calling for the merging of the present 
publications issued by some of the locals in 
New York, and that such publications or publi­
cations shall be issued under the direct control 
and supervision of the G. B. B.

The Resolutions' Committee recommeded 
that a committee be appointed by the conven­tion, 
to be composed of members of the locals 
now issuing weekly or monthly papers, to work 
out a plan to combine all these newspapers, the 
committee to report to the incoming General 
Executive Board.

After a prolonged debate the committee's 
recommendation was carried by roll call of 81 
against 51.

SUPPORT OF THE SOCIALIST MOVEMENT. 
RESOLUTION NO. 165-A. 
WHEREAS, A class struggle is being 
waged upon the industrial field—as witness 
the great strikes in Michigan, Colorado, 
West Virginia and other States in the 
Union; and

WHEREAS, The capitalististic class is in 
possession of the legislative, administrative 
and judicial powers of government and use the 
same against the struggling workers; 
therefore, be it

RESOLVED, That this Twelfth Conven­tion of I. L. G. W. U. call upon the locals 
and members of the Ladies' Garment Work­ers everywhere to co-operate with and sup­port the Socialist movement in its endeavor
to wrench the powers of government from the capitalist class and use those powers to free the working class from tyranny and wage slavery and obtain for labor the full product of its toil and justice for all mankind.

INSTRUCTION TO DELEGATES TO A. F. OF L. CONVENTION.

Resolution No. 166-A, introduced by E. Rosenthal, Local Nos. 19; S. Metz, Local No. 1; and J. Katz, Local No. 67:

WHEREAS, The International Ladies' Garment Workers' Union of America has expressed itself in its constitution, in favor of a modern spirit in the labor movement; and

WHEREAS, The membership of said International Ladies' Garment Workers' Union is in hearty accord with that spirit; therefore, be it

RESOLVED, By the International Ladies' Garment Workers' Union, assembled in Cleveland, Ohio, that we instruct our delegates to the convention of the American Federation of Labor to work and vote in conformity with the principles enunciated in our preamble, and take a stand on all questions in favor of progressive class-conscious legislation.

THANKS TO JEWISH DAILY FORWARD.

Resolution No. 2, submitted by Delegates Ashpis and Metz, coupled with a similar resolution by Delegate J. Abramsky, reads as follows:

RESOLUTION NO. 2.

WHEREAS, The Jewish daily paper, the Forward, of New York, has in the past shown its loyal devotion to our cause, and has aided and assisted us in all the battles we have undertaken; and,

WHEREAS, the Forward is even to-day the Jewish daily paper that is ready at any time to help us and is really working in all the troubles our Union has at the present moment, therefore, be it

RESOLVED, That the twelfth convention of the I. L. G. W. U. expresses its heartfelt thanks and gratitude to the Forward for all the assistance rendered our Union in the past, and all the succor it may render us in the future.

RESOLUTION NO. 3.

WHEREAS, Comrade Daniel DeLeon, foremost member of the Socialist Labor Party and editor of the Weekly People, has passed away; and,

WHEREAS, In his lifetime he devoted all his energy and time to the uplifting of the working class; and,

WHEREAS, Through the death of Comrade Daniel McLeon, the working class of the world lost one of its best champions of their cause; therefore, be it

RESOLVED, That this twelfth convention of the I. L. G. W. U. assembled in the City of Cleveland, Ohio, express its sincerest and deepest sorrow and sympathy for the family of the deceased comrade; and be it further

RESOLVED, That a copy of this resolution be sent to the labor press for publication.

SIGMAN, METZ AND STUPNIKER.

Resolution No. 5, submitted by A. Mitchell:

WHEREAS, Messers. Morris Sigman, Morris Stupniker and Solomon Metz are now charged with having taken part in a murder case in the cloakmakers' strike in 1910; and,

WHEREAS, These three members of the International Ladies' Garment Workers' Union are not guilty of any crime, but are active members of the Cloakmakers' Union of New York, and for that reason their charge has been a "frame-up" by a scab agency; be it therefore

RESOLVED, That we, the delegates of the twelfth convention of the I. L. G. W. U. assembled in Cleveland, O., June, 1914, believe that the charge of the three mentioned members is a scheme to paralyze the activity of the Cloakmakers' Union and thereby prevent the workmen from organizing and thus improving their conditions, we see in this charge an effort to make union officers criminals; be it therefore

RESOLVED, That we protest against this brutal frame-up of the said scab agency and against District Attorney Whitman of the City of New York for condemning union people on the basis of affidavits made by scabs and spies; and be it further

RESOLVED, That a copy of this resolution be sent to the Labor Press, and we hereby express our deepest sincerity in the innocence of our brothers, Sigman, Metz and Stupniker.

COLORADO STRIKERS.

Resolution No. 6, submitted by A. Mitchell:

WHEREAS, the Colorado miners have been on strike for the past nine months and are engaged in a brave struggle; and,

WHEREAS, they have endured much suffering by the hands of the police and professional strike-breakers; and,

WHEREAS, These strikers did not have any...
homes and were obliged to put up in tents, which were set on fire by hired murderers, and in this way eleven women and children were burned; be it therefore

RESOLVED, That we, the delegates of the twelfth convention of the I. L. G. W. U., assembled in Cleveland, Ohio, June, 1914, protest against the stand taken by the Governor of the State of Colorado for sending out the militia, thereby placing himself on the side of the capitalists; be it further

RESOLVED, That we hereby express our deepest regret for those victims in their struggle between capital and labor, and we place ourselves on the side of the strikers;

This convention further decides to donate the sum of $250 from the I. L. G. W. U. treasury, with best wishes for a glorious victory; be it further

RESOLVED, That a copy of this resolution be sent to the Labor Press.

SUPPORT FOR THE WORKMEN'S CO-OPERATIVE SOCIETY.

RESOLUTION NO. 81.

WHEREAS, The Workingman's Co-operative Society is established and maintained by working people for the benefit of the working class; therefore, be it

RESOLVED, That this Twelfth Convention of the I. L. G. W. U. call upon all members of the I. L. G. W. U. to patronize the products sold by the Workingman's Co-operative Society.

Harry Schuster and A. Babitz, Local 9.

ACTIONS ON OFFICERS' REPORTS.

In regard to the recent strike in Philadelphia the following recommendation of the committee was carried:

"In view of the fact that one of our brothers, A. Kaplan, lost his life in this great struggle, it is the sense of the Committee on Officers' Reports that a set of resolutions be drawn up, engrossed and presented to the deceased brother's family."

In regard to appointing special organizers, a power which had been vested in the President, the recommendation of the committee was carried that the power be now vested in a committee composed of the President, General Secretary-Treasurer and First Vice-President.

On the subject of International rejections the committee reaffirmed the recommendation of the last convention instructing the General Executive Board to affiliate with the International Tailors' Secretariat, and recommended that we continue such affiliation, and recommend further that the delegate to the convention of the International Secretariat be elected at our biennial conventions. (Concurred in.)

On the question of Protocol or other agreements, the convention adopted the report of the committee that until some other form of agreement has been presented to us which will better safeguard and protect the interests and welfare of our members we are in favor of the protocol agreement. (Concurred in.)

In regard to the injunctions and court trials the convention adopted the committee's recommendation to levy an assessment of one dollar on every member in order to establish a legal defense fund.

On the question of transfers from organizations affiliated with the International Tailors' Secretariat the committee recommended that transfers be received from members of the International Secretariat who have been members not less than six months. We recommend that the transfers be accepted by our locals in the United States and Canada, provided they come under the provisions of the constitution that govern the transferring of members in this country.

JURISDICTION QUESTIONS.

On Resolution No. 127, introduced by the delegates of Local No. 35, calling for all persons employed in the making of cloaks, suits, dresses, waists or coats to be organized under the jurisdiction of Local No. 36, the convention adopted the recommendation of the Committee on Appeals and Grievances that a committee of three from each local concerned shall seek ways and means to bring about an adjustment.

Resolution No. 28, presented by the delegation of the Coat Tailors, Local No. 9, calling for the finishers of Local No. 17 to be transferred to their local, a majority of the Committee on Appeals and Grievances recommended referring the matter to the G. E. B., which was carried.

QUESTION OF AMALGAMATING THE LADIES' TAILORS OF NEW YORK AND BROOKLYN.

In regard to Resolution No. 115, by the delegates of Local No. 65, calling for the transferscence of the tailors in the department stores in Local No. 65, the Committee on Organization recommended that the incoming General Executive Board take up the question of amalgamating these two locals, and also to settle the question of jurisdiction, as requested in Reso-
THE SPUR.

BY ELLA WHEELER WILCOX.

I asked the rock beside the road what joy existence lent.
It answered, "For a million years my heart has been content."

I asked the tuffle-seeking swine, as rooting by it went,
"What is the key-note of your life?" He grunted out "Content!"

I asked a slave, who toiled and sang, just what his singing meant.
He plodded on his changeless way, and said, "I am content."

I asked a plutocrat of greed, on what his thoughts were bent.
He winked the silver in his purse, and said "I am content."

I asked the mighty forest tree from which its force was sent.
Its thousand branches spoke as one, and said, "From discontent."

I asked the message speeding on, by what great law was rent.
God's secret from the waves of space, It said, "From discontent."

I asked the marble, where the work of God and man were blend,
What brought the statute from the block. It answered "Discontent."

I asked an Angel, looking down on earth with gaze intent,
How man should rise to larger growth. Quoth he, "Through discontent."

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.
Editorial

OUR CLEVELAND CONVENTION. The Twelfth Convention of our International Union, held in Cleveland last month, was the biggest and most representative in our history. No less than 160 delegates attended from many parts of the United States and Canada. Even those cities where the Union had met with reverses in course of last year sent good-sized delegations, which were evidence of life and vigor in spite of defeat. Philadelphia and St. Louis were represented in full strength, and both cities were fortunate in electing representatives on the General Executive Board. The Convention has shown that our Union is not only firmly established, but that it is growing and increasing in numbers. It was the most earnest and most intelligently conducted gathering; it has inspired the delegates with a profound desire for unity and harmony, and it has healed the breach in the ranks by the unanimous choice of new officers—men who were pioneers in our movement. The new officers are: Benjamin Schlesinger of Local No. 1, President, and M. Sigman of Local No. 35, Vice-President.

The new General Executive Board, with President Schlesinger and Secretary Sigman at the head, will now consist of John F. Pierce, Local No. 10, First Vice-President; Sol. Metz, Local No. 1, Second Vice-President. Then follow J. Halpern and S. Lefkovits, Local No. 9; Ab. Baroff, Local No. 25; H. Dubinsky, Local No. 20, and H. Kleinman,
JULY, 1914

Local No. 23. The country members of the Board are: M. Amdur, Philadelphia (re-elected); M. Coldovsky, Toronto, Canada; A. Cohen, Cleveland; S. Kurland, Boston; S. Glassman, St. Louis, and J. Katz, Toledo.

STRENGTH AND PERMANENCE OF OUR UNION. "One generation passeth, and another generation cometh, but the earth stands forever." This ancient saying is an apt illustration of the result of the Convention. At this Convention the officers who had led this organization for many years declined to be candidates for office. But the manner in which the delegation was united in its choice of the new officers is an indication of the strength, solidity and permanence of our organization. For some time past events within the Union have been shaping themselves toward a change of administration. It was the desire of the membership for fresh blood and new ideas which often bring new hopes and aspirations in their train and infuse new energy and determination in the struggle onward for a better, freer and happier life.

This desire is part of a movement which is not confined to our industry alone; it is a great movement, worldwide in its significance; it is part of the social forces working for progress everywhere; it finds expression in many and varied forms. In the trade union movement it aims at the complete organization of the workers in the industrial field in order to obtain a larger share of labor's product. In political struggles the aim is the abolition of tyrannical rule and despotic government. Among the more advanced leaders of thought the aim is to give this desire a bolder expression. It is the aim, as expressed in

the preamble to our constitution, amended at our Toronto Convention in 1912, "to acquire our rights as producers and citizens and bring about a system of society whereby the workers shall get the full value of their product, by organizing industrially into a class-conscious labor union, politically represented on the various legislative bodies by representatives by our own party and class."

It was in accordance with these deep-seated desires of our local unions and the members behind them that the delegates to the Twelfth Convention at Cleveland united upon a choice of new officers. After many days of deliberation they came to the conclusion that the delegates whom they have chosen to elevate to the highest offices are worthy of the honor conferred on them. Judging from the numerous congratulations the new officers are receiving from all quarters, the entire membership has already placed implicit confidence in the new administration.

RESOLUTIONS All the issues at the convention converged toward this one idea: how to restore unity and harmony in the rank. All the high-falutin phrases and pious wishes for the impossible were gracefully voted down by the majority of practical delegates, who had been trained in the "rough and tumble" which the various locals had passed through in the last few years. Upon the question submitted in the President's report whether we should have "protocol agreements, individual agreements or no agreements," the convention went on record in clear and unmistakable terms, that until a more practical form of agreement has been devised it was desirable to adhere to the protocol form of
agreement. Thus the Convention has reversed no policies and methods, but simply sought a way of reconciling the contending parties in order to insure future progress. This way it has found in the election of new officers, whose main aim and object will be to unify the ranks, to restore confidence and to consolidate the organization. Already the issue of the "Joint Board versus the International" has disappeared into the limbo of the past. The organization may congratulate itself upon having emerged unscathed from the trying ordeal of last winter. Moreover, the Convention has offered ample evidence that the lessons of that trying ordeal had sunk deep into the minds of the local leaders as well as the membership. Henceforth they will take great care so to shape events as to avoid the possibility of similar troubles occurring in the future.

PAST AND PRESENT OFFICERS. Brothers A. Rosenberg, John A. Dyche, S. Polakoff and their colleagues of the outgoing Executive Board have not been defeated or condemned. In a clearly worded resolution the great majority of the delegates gave expression to their conviction that the outgoing G. E. B. had acted in the best interest of the organization. The past officers declined to be candidates for office because, as true union men, they were anxious not to divide the forces. These men have left an indelible mark on our Union, now ranking as the third largest union in the American Federation of Labor. Their names will be associated with the most stirring and epoch-making periods in its history. And the newly elected officers likewise belong to the pioneers of our movement. They belong to that group of men who were associated with Brothers Rosenberg, Dyche, Polakoff and others in organizing the great cloak strike of 1910 and leading it to glorious victory—a victory which was the turning point in the history of our International Union.

WIDE FIELD FOR THE NEW OFFICERS. The new officers are thoroughly known to the membership of the International. Schlesinger and Sigman have always been a part of the labor movement. Their opinions, their principles, their ability, the manner in which they work and lead the masses are familiar to all who feel any interest in the movement. There has been no important occurrence in the Cloakmakers' Union within the last decade, and particularly within the last four years, in which these two men have not played a conspicuous part. To our membership, and especially the delegates at the convention, their election to the highest offices was not a mere speculation, or an experiment, or a game of chance. The delegates elected them in the full knowledge of what they are, of what they have done, of what they can do and of what their opinions and principles will necessarily dictate them to do.

This renders the situation favorable for both—the officers and the organization. Both will now continue their work without let or hindrance. It will not be necessary for either side to assume an attitude of watchfulness against the other side. The officers know that they have to exercise their utmost powers, to be upright and true to their own convictions. This in itself will yield precisely those results which the members look for and expect of their work.

And the new officers have a wide field before them. Organization work never stops or ceases, particularly in the gar-
larger and yet larger share of the fruit of the workers’ toil. A labor union never tires in the battle for a better life. When a struggle is lost it rests a while, until its wounds are healed, until its powers are somewhat recuperated, and then the battle is renewed with new strength and fresh vigor.

**The Outlook.** Ever since the new officers have taken over the control of affairs the International office has been humming like a regular beehive. Members and local officers are continually coming and going. Continual intercourse is going on between the New York Joint Board, the locals and the International office. Everywhere our people are discussing the change in the administration. In all the local unions the new officers are hailed with satisfaction. Even those who opposed the International, before the convention arc now loyally pledged to the new administration, and will extend their heartiest support in the arduous duties and great work before them. Just as the delegation at the Cleveland Convention united in electing the new officers, so all the locals and the entire membership are now uniting in the desire to bury the past and rally round them in all their future undertakings for the good and welfare of the International Ladies’ Garment Workers’ Union and all its locals.

**Not only congratulation, but co-operation.** Our people in the cloak trade are looking forward to a busy season setting in this month. In their leisure hours they will be able to reflect on the great work of the Cleveland Convention. They must remember that the Convention has entrusted to the...
General Executive Board the fate of not only 100,000 people already organized, but also the fate of tens of thousands of people in many cities who must be organized in order to insure the hard-won conditions in the union cities.

By a resolution of the Convention it has been decided to submit the question of raising the per capita to five cents to a referendum vote of our membership. To carry out the wishes of the Convention in regard to placing organizers in the field the General Executive Board must not only be accorded congratulations, good wishes and fine promises, but must be given the possibility of creating a general strike fund without delay. Actions speak louder than words. A general strike fund will be half the organizing battle won. There can be no two opinions on this proposition. Now that unity prevails, that harmony has been restored—now is the time for the members to consider this proposition in the right union spirit. A higher per capita and a strong strike fund will add numbers and prestige to our Union, improve working conditions and insure our future progress.

The question of organizers and many other important questions, referred to the G. E. B. by the Convention, will occupy the serious attention of the first quarterly meeting of the Board being held this month.

One question of immediate importance is the resolution adopted at the Convention to levy an assessment of one dollar on all our members to serve as a defense fund for those whose court trials in injunction and other proceedings are still pending. We have a number of victims in all of those cities where strikes were conducted last summer. The cases pending in New York are well known to all our members and need not be reiterated. A number of our strike victims are suffering in Philadelphia and St. Louis, and we must come to their assistance. Quite recently three of our members were sentenced to jail terms for contempt of court in Cincinnati, and these cases must be taken to a higher court regardless of expense. The resolution has been referred to the Board for a practical interpretation. The General Officers realize the hardship this assessment will entail on the membership. The Board will therefore take this matter into consideration and devise means for enforcing its payment on the easiest possible terms, so as to reduce its burden to the members to almost nil. We call on our membership throughout the country to extend to our supreme body for the next two years not only our best wishes but our heartiest practical co-operation.

A NEW MONTHLY REPORT BLANK.

Gen. Sec.-Treasurer M. Sigman desires to announce that local secretaries will soon receive a new monthly report blank which they are requested to fill out and return to the General Office, pursuant to Article 12, Section 4, of the constitution. The new report will contain additional spaces for statistical data regarding strikes. Secretaries are requested to take care in properly filling out this report blank and forward same to the General Office together with the duplicate green sheets.
The convention is over.

Not altogether, though. For a time to come traces will be visible of the important changes in the history of our International, until every change and reform finds its place and aligns itself in harmony and coherence with the daily life and activities of our unions.

To us, the paramount question is, what have the girls, the women workers of the International, learned from the big gathering of their brothers and sisters in Cleveland last month; what hopes and aspirations have they brought back to their local organization; what plans for betterment; what promise of assistance and guidance from their stronger and abler friends have they received? A convention, as a rule, is an assembly to which the weaker locals come for aid and assistance; and it must be admitted that, for one reason or another, the biennial generosity of the International convention never fails our women’s locals.

There were eighteen women delegates at the convention, most of them from New York, and some from points East and West. The unions they represented were for the most part the growth of the last two years; they were new to the workings and routine of the convention and came there to learn and find out. What transpired there and what impressions they have gained for themselves and the men and women that sent them will in the long run tend more than anything else to tighten the bond of loyalty and fraternity between them and the other locals of the International.

A JOINT BOARD OF THE WOMEN’S LOCALS.

One need not be a prophet to state that the near future will bring forward in the city of New York a Joint Board of all the locals engaged in the making of waists, dresses of all kinds and descriptions, and of the underwear trade. The crying need for a Joint Board of this kind, patterned after the Joint Board of the Cloak and Suit Unions, has been evident for some time. It is hardly a secret that during the year and a half of their existence Locals No. 41 and 50, engaged in the House Dress and Children’s Dress trades respectively, have not been faring quite as well as the other women’s unions, such as Locals No. 25 and the White-Goods Union, Local No. 62. The underlying causes for this state of affairs are many and various. One reason, however, is certain: the above enumerated stronger unions have not for the time of their existence even as much as attempted to give the weaker ones a helping hand in the upbuilding of their trades. The establishment of a Joint Board will throw the duty of mutual help squarely upon the shoulders of these unions, and the good results could be easily foreseen.

At the Cleveland convention Local No. 41, the House Dress Workers’ Union, introduced a resolution calling for the merging of their local with Local 25 for the purpose of strengthening their own organization. The convention instructed the incoming General Executive Board to take immediate action on this matter at their first meeting. The new General Officers have begun an investigation of this immediately upon assuming office, and from present indications and interviews with the various interested parties it is safe to predict that instead of merging and amalgamation there will come out of this resolution a Joint Board of Locals Nos. 25, 62, 10, 50, 58 and 41, comprising all the locals of the International in this city that make dresses and underwear. The first meeting of the General Executive Board takes place the first week of July. Let us hope and work for the best.
MISSES' AND CHILDREN'S DRESSMAKERS' UNION, LOCAL NO. 39.

The convention granted this local an organizer for six months; his work to consist in carrying the local through its rather troubled condition. The Arbitration Board, whose decision on certain matters has been pending for quite a long time, has not yet completed its work, and many members of the union are wondering if it ever will. The matter has dragged out so long that there is doubt in the minds of many as to the effectiveness of the final decision anyway. The old evil of protracted mediation is shown clearly in this instance.

The trade is yet slow. There does not seem a let-up in sight since this industry has lapsed into slackness eight months ago. That accounts in a good measure for the depressed condition of the local. The girls, however, intend to have a big, jolly time at their picnic on Saturday, July 12, at Liberty Park.

There is a strong belief around the headquarters of the union that the final result of all this will be a strike. The employers that have signed up with the union after the brief, meteoric strike of 1913 have never had a taste of what a struggle of weeks with labor means and costs. Therefore, their indifference to their own promises and obligations. A sound lesson in labor unionism would probably convince them that labor's rights once asserted have come to stay and have to be treated with due respect and deference.

WAIST AND DRESSMAKERS' UNION, LOCAL NO. 25.

For the first time in the history of the organization, Local No. 25 came to the convention as the biggest women's union in the land, proud and conscious of its strength and destiny. Nine men and three women—and all took an active interest in the proceedings—served on important committees and put one of their delegates—Abraham Baroff—on the General Executive Board of the International Union.

The trade is not very busy. So the union became active in enforcing the preferential clause in all the Association shops. Numbers of girls who have hitherto refused to join the union, in view of the fact that they were about to forfeit their jobs to union girls, have seen the light. Many more have begun paying up their dues. The financial department has an interesting tale to tell about this matter, and feels very pleasant concerning it.

The election of officers is coming off early in July. There is a reason. The waistmakers are given to the civilized habit of taking vacations in summer. Great numbers of them go to the country in July. So in order to get a big vote the union saw fit to order the elections on time, before the exodus begins.

"The local contemplates a series of conferences with the Association toward the end of July concerning the revisions in the Protocol. Take it from Brother Sol Polakoff, there are going to be quite some important demands. The waistmakers apparently do not consider the Protocol a holy constitution, but more like an instrument that could stand improvements every once in a while. And after they have made up their minds, they are going to get there, rest assured.

ITALIAN BRANCH OF LOCAL NO. 25.

These columns have never said a word about this very interesting and strong division of the Waistmakers' Union. This is still more surprising in view of the fact that the membership of this branch holds over 90 per cent, women. The branch has a very active organization committee—thirty-five strong—consisting largely of women. Big meetings of the branch are held monthly at Webster Hall, and are full of in
intelligent discussion and interest. Recently a committee of the Women's Political Union visited the organization committee and urged them to take part in the woman's suffrage struggle. The entire group of girls on the committee volunteered. They have already had a meeting with the representatives of the suffragists, devising ways and means for their work of propaganda in the shops.

WHITE GOODS WORKERS' UNION, LOCAL NO. 25.

The six girls—delegates to the Cleveland convention—with their stalwart manager always on hand, came back to town as contented as they went. They had no demands to make for themselves—Local No. 62 fights its battles pretty well alone—so they devoted their time at the convention to the solution of various other problems. Mollie Lifshitz, the indefatigable little secretary of the union, claims to have worked pretty hard on the Resolutions Committee. She was also responsible for a resolution asking for the cutting of strike assessments on the girls' locals into half. Unfortunately this resolution was defeated by a narrow margin. The White Goods delegates put through a very warm women's rights resolution, which was adopted unanimously.

The trade is rather slow. But the meetings of the organization, in spite of the warm weather, are well attended. A mass meeting to discuss the results of the convention will soon be called. A series of shop meetings on a big scale is being contemplated, to last through the summer, for the purpose of acquainting the membership with the condition of the local in general and the demands to be presented to the Cotton Garment Manufacturers' Association in the beginning of the fall, as the two-year agreement of the union will expire by the end of the year.
The House Dressmakers asked two things from the convention: either an amalgamation with the Waist and Dressmakers' Union as a House Dress Division, or the sanction of a general strike of the unorganized shops. Both matters were taken up and given over to the International Executive Board for immediate action. The members of the union have been called to meetings to listen to the report of the convention and feel very much gratified, and are full of expectancy and hope.

The question of the legal holidays in the contracting shops has finally come to an issue. The union has flatly rejected the proposal of the Association to have all troubles in the shops of the contractors settled on condition that the union gives up the legal holidays, even in the inside shops. The union has at the same time served notice upon the Association that unless they will enforce the strict union shop without delay, it will regard it as a willful abrogation of the Protocol.

The trade has not revived yet from its condition of inactivity. It has certainly been an exceptional year in the House Dress and Kimono line. Yet, though with limited means, the work of organization in this local goes on. The cutters from Local No. 10 are on the job to help out loyally whenever the occasion calls for it.

The Ladies' Neckwear Industry

BY ALEXANDER M. COPSTEIN.

Although the Ladies' Neckwear Industry is probably as old as the women's dress trade, yet it only came into being when ready made cloaks and suits were for the first time introduced into this country. Ladies' neckwear has as many styles as waist, dresses and cloaks. It consists of collars, fronts, gimps, yokes, bows, chemisettes, ruffles, ruchings, bow ties, rosettes, collar and cuff sets, in fact everything which could be attached or detached to either a coat or a waist as furnishing a complete trimming of the ladies' garment is commonly known as ladies' neckwear. The styles of women's neckwear, like the styles of all women's wear, originated at Paris, Vienna and London. The very large manufacturers of women's neckwear go to Europe regularly and import models.

Designers are employed in this industry the same as in the other trades. Its development has proceeded like the development of cloaks, waists, etc. At first there were only a few wealthy manufacturers who made the highest priced women's neckwear, imported original models from Paris and made up duplicates here; and they also tried to improve on those models and made the duplicates cheaper than the imported ones.

The prices of such neckwear used to run from $50.00 to $75.00 a piece, so that ladies' neckwear then was to the average woman what an automobile is to an organizer's wife now—a luxury. The rich women alone could afford to buy them, but since 1890 great changes have taken place in this industry. With the introduction of modern machinery and the development of the waist industry, ladies' neckwear has ceased to be a luxury, and just like a man's necktie became a necessity. So today you can find on sale ladies' neckwear in stores like B. Altman & Co., where they sell women's novelty neckwear as high as $50 a piece, down to the Woolworth stores, where they sell them for as low as 10 cents a piece. But the average popular prices are from 50 cents to $3.00 a piece.

There are employed in this industry in Greater New York, at a conservative estimate,\n
SADIE DICKSTEIN. 
Delegate of Local No. 41.
Lately the percentage of the work done in the tailoring, all of which are made in waist houses as well as neckwear houses, is very few. The seasons in this industry are much longer than in the other crafts of the International. The employers are about the same as those in the waist trade. Some are very liberal-minded, such as Florsheimer. The number of people employed in any one shop runs from about fifteen to 300, and the hours of labor are from fifty to fifty-four per week. The majority of the shops are, as a rule, kept in sanitary condition. Some of the manufacturers are giving work out to be done in testimonials or flats. The kind of work that is being done in those places is mostly hand work, such as hand embroidering and finishing, but fortunately the percentage of the work done in these houses is very small. There are quite a few subcontractors, but in reality they are manufacturers making up the cheaper grades of the women's neckwear, and they are selling them to the manufacturers of higher grade goods. The trade has got four subdivisions; namely, sewers, operators, finishers, pressers and platers. There are no men employed in the sewing or pressing departments. The only men employed in this industry are cutters. Even designers are all women.

What relation has the ladies' neckwear industry to other crafts in the I. L. G. W. U.? The nearest to it is the ladies' waist trade, because collars, jabots, chemises, yokes, fronts, etc., all of which are made in waist houses as part of waist, are made in neckwear houses. The neckwear manufacturer receives as low as 30 cents per dozen for them, whereas the waist manufacturer receives as high as $0.00 per dozen. The same is true about other parts of ladies' neckwear. The result of such low wages is that many ladies' neckwear manufacturers are selling these collars, yokes, fronts, etc., to the waist manufacturers to be attached to waists, and thus the neckwear makers compete with the waist makers. Hence it is to the interest of the waist makers to help organize the women neckwear workers.

As I said before, the only men employed in this industry are the cutters, and their earnings are from $6 to $18.00 per week. About a year ago the first attempt had been made to organize the cutters in this trade in New York City, with the result that a local of cutters was organized in June, 1913, known as Local No. 108, I. L. G. W. U. This local has increased its membership to four times the number it had when the charter was granted to them. But it has not improved its conditions one bit, although it was at its inception scared the manufacturers a great deal. They really believed that the women, too, were being organized, so they quickly formed an association of manufacturers. The future of the Women's Neckwear Cutters' Union depends upon the organization of the manufacturers of higher grade goods, since they constitute one-sixth of the industry. The cutters outside of the union, knowing this fact, are not joining the organization, and the organized cutters, not seeing any immediate benefit to be derived from the organization under such conditions, decided early this spring to appeal to the General Executive Board to put an organizer in the field and try to organize the women neckwear makers, and thus help the cutters' organization. The General Executive Board, after due deliberation, granted the request of the Ladies' Neckwear Cutters' Union and an organizer was appointed on February last.

The organizing of American women workers is no easy task; such organizing campaigns must be conducted on entirely different lines from organizing cloakmakers. And so, after a few months' tireless work on the part of the organizer appointed by the General Office, he finally succeeded in forming the nucleus of an organization of women neckwear workers, who have applied to the International for a charter. The charter will shortly be issued.

The future of the women's neckwear workers' organization is like the future of a new-born child. Its very life and growth depends upon the proper care and nourishment its mother is able to give it. If this new organization will receive the proper care and support it must have, it will grow up to be strong and powerful and a pride to its mother—the International. On carefully studying the reports of the past President and Secretary of the International, we may find good reasons for the disbanding of so many locals in the past two years. Their premature death was due to the fact that those mostly new locals had no one to care for them and watch over their interests.
Throughout the Iron and Steel Trades we find the practice of collective bargaining fully and freely adopted, not only as regards wages and hours, but also in relation to questions affecting the general conditions of employment. One notable feature of the wage system in these trades is the adoption of the sliding scale, by means of which wages vary automatically with the average selling price of the product. A "standard" rate of wages is accepted and variations are made from that standard as the "selling price" rises or falls above a certain level. We find, for instance, that in the agreement entered into between the Cleveland Iron Masters' Association and the Blast Furnacemen arrangements are made for ascertaining "the net average invoice price of No. 3 Cleveland pig iron during the preceding three months from the books of seven specified firms," by public accountants, one chosen and paid by the iron masters and one by the blast furnacemen. A similar arrangement exists for other blast furnacemen of England and Scotland, and also for practically all those engaged in the manufacture of iron and steel throughout Great Britain.

The working of the numerous conciliation and arbitration boards in these trades, not only as regards the fixing of wages, but also as affecting the conditions of employment, will be best seen by taking one or two typical examples. The Welsh Plate and Sheet Manufacturers' Association, which embraces employers controlling 70 per cent. of the total output, has adopted a method of conciliation and arbitration with its members' employees. In 1899 a joint board was started, which has been in existence ever since, and has worked smoothly. It is composed of equal numbers of representatives of the Manufacturers' Association and of the six trade unions engaged in organizing the men in this industry. It concludes annual arrangements for the whole trade, covering fifty different kinds or grades of workmen, and determining hours and piece rates. Its findings govern the whole of the industry, and are binding upon masters and men for twelve months at a time, beginning and ending in July. Every May the Conciliation Board meets, considers objections or complaints, and draws up the new agreement or renews the old one for the ensuing year.

In the case of any dispute arising with any employer, the officials of the several associations are at once called in, and if the Secretary of the Manufacturers' Association and the trade union officials fail to arrive at a satisfactory settlement, it is referred to the Conciliation Board. Here the matter is again discussed, but in the event of a deadlock occurring, it is referred to a sub-committee of the Conciliation Board. This, however, does not complete the process, for there is still the appeal to an independent arbitrator, whose decision is final. It is worth noticing, however, that over a period of four and a half years it has only been found necessary to make application to the arbitrator three times, two of the cases relating to men who had not been covered by the yearly agreement—men, that is to say, who were paid day wages and not piece rates.

With regard to these classes of workers the procedure in case of dispute is that the Secretary of the Manufacturers' Association and the Secretary of the trade union affected meet to consider any case of friction. Should they fail to come to an agreement, the matter is referred to a joint committee of six, and finally an independent arbitrator. The business of the joint committee of six is to visit the works where the dispute has occurred and report to the Conciliation Board.

During the twenty-four years of the existence of this board there has been no actual stoppage through the non-fulfillment of the agreement, but there has been trouble, involving an eight days' stoppage in 1903, with regard to its interpretation. It is mutually accepted by employers and employees, though not actually stated in the agreement, that there shall be no stoppage of work until the whole process of conciliation, culminating in a final appeal to the arbitrator, shall have been gone through. Indeed the trade unions have been known to fine their members for breaking the agreement.

We have stated that the Employers' Associa-
For a definite term, with the proviso that either party may give three months' notice to terminate them. So long, however, as the agreements hold, the right to strike or lock-out is given up, and employers and employees abide by the terms collectively settled by their representatives. The board that governs the pig-iron trade applies only to wages, but the other two boards take cognizance not only of wages, but also of conditions of employment. Further, in the case of the steel trade, in case of failure to agree, application has to be made to an arbitrator appointed by the Board of Trade, while with regard to the manufacture of iron, application may be made. In the case of any grievance occurring in any particular works an attempt is made to arrive at a settlement by direct appeal to the manager, first by the man or men affected, then through "the shop president" of the trade union, and finally through the Conciliation Board.

It will be seen, therefore, that the iron and steel trades of Great Britain are, so far as it is humanly possible, run on the principle that a stoppage of work, from whatsoever cause, is bad both for capital and labor. The relations of the two parties seem to be cordial, and so long as the trade unions concerned trouble themselves only about wages, hours and conditions of employment, there seems to be little danger of this harmony being disturbed.

We have on hand a limited number of pure gold buttons, suitable for presents by locals to active members for faithful service. These will be supplied to Local Secretaries on request. Price per button, $1.50. Members must order same through their Local Secretary.

Named shoes are frequently made in Non-Union factories.

**DO NOT BUY ANY SHOE**

no matter what its name, unless its 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

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246 Summer Street, Boston, Mass.

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לארד ספראם

גרנברז ספראם

מיין דריקט

שורייבו פורטס

גרנברז ספראם

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אנטרקטיותאלא פורידנגי ב' שלונונג'ר

וולקך פלטולע ווד מית איהמה אמק דואמה
ואן פקלנה יונט יוע צוא ביז דער פלטוננהואט.
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ד"ר יזנברג, 1914

עüncüון פרק

לענך פקודה והתקנות והקדמתם בדרואים

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ולענך פקודהוהתקנותוהקדמתםבדרואים
כהם ושם

לֹא חֲבָּרָה בְּכָל הַגֶּרֶם הָיָה וַיִּגְלְמוּ שָפָאֲנֵיהֶם לְךָ וַיְשַׁלְגְּלוּ קָרֹּת אַלְמָאֵיהֶם לְךָ כֵּן אִתָּנֶסַת וַיִּרְּצֶּּוֶּהְוַה הוֹרֶהְוַה וַיַּרְצֶּּוֶּהְוַה וַיָּשָׁכְחֵּּוֶּהוֹ וַיָּשָׁכְחֵּּוֶּהוֹ: כֵּן אִתָּנֶסַת וַיִּרְּצֶּּוֶּהְוַה הוֹרֶהְוַה וַיַּרְצֶּּוֶּהְוַה וַיָּשָׁכְחֵּּוֶּהוֹ וַיָּשָׁכְחֵּּוֶּהוֹ!
דואלはじめית ב-1914
ToDelete: 1914

דר鲉מל האינדפנדנס

כבוד האדם והאדם

ToDelete: 1914

כבוד האדם והאדם

ToDelete: 1914

כבוד האדם והאדם

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כבוד האדם והאדם

ToDelete: 1914

כבוד האדם והאדם

Doctrine of Independence; Do not use apostrophes.

Doctrine of Independence; Do not use apostrophes.
לא ניתן לקרוא את התוכן המוצג בתמונה.
אין טקסט נצאר בדף זה.
תועדו נенный בורנץ ודקɹת.

תועדו נ께서 וברכה, ידוע им והם ידועים
ᴍᴏᴅᴇ := ᴋɪᴄᴋ

תועדו נ揆 עראות של צד, הידועים ידועים
ᴍᴏᴅᴇ := ᴋɪᴄᴋ

תועדו נ揆 עראות של צד, הידועים ידועים
ᴍᴏᴅᴇ := ᴋɪᴄᴋ

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## ייבננש דער ציםAuslands

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<tr>
<th>שטח (בדפיים)</th>
<th>מגוון</th>
<th>לשון</th>
<th>עותק</th>
<th>דירוג</th>
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אינוות איביצנטורים ואילויאננים למשקית

*ראה את הטקסט פרימנחת וแนะנים*
דָּוְשָׁלִיִּים 1914

יאֵשׁ עַל אָשֶׁר שֵׁלִי נָגְדָה טִיוֹ רִיתֶא נֶגֶחַ וּוֹרָ(wp)

רִיתֶא טִיוֹ וְלָא רְבֵּעָה

יָרֵּיָה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵיה יְמֵי
 Deer ליריד נר･רפסות ו･רעד.

יחזון ליריד גבע הצים ג'ומס ס.לִשָלְמַת רְדָבְם,־
כַּפָּהָל, בָּכָר אָּוֹעֶנָּה — שְׁבָּא
דרפּוּר וְיוֹדֵה מִטְּפָשָּׁהוּ וְזַעְּבֵן
ַעֲנַּּוֹתָּּּוּנָּּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּנָּוּn

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ידיעה מועצת הים ותילין עידוןינו

ארטימוס רואבייר

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בנינו crimes against the Jews

התוקף את הפשע

באור纹理ו ג'אוז המודים

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עַמָּי צִוָּה אָתָה זוֹ וְלָוָּזִים

א. זְמַהְמִית הַמַּחְסָרָלְנָה גַּם יָעַבְרוּל הָדוֹקָּר

עַד הַמַּאֲבַרְבְּרִים אֵין מַהֲוַתָּהּ אֲוִי אֶלֹה מַעְסֵרוֹת

וּלָא מַעֲרַבְרִים רֹאִים וְלָוָּזִים אֵין לַעֲבַרְבְּרִים

טַקְלִיהַ הָדוֹקָּר וְלָוָּזִים אֵין לַעֲבַרְבְּרִים

אֶלֹה מַעְסֵרוֹת אֵין מַהֲוַתָּהּ גַּם יָעַבְרְבָּרִים

וּלָא מַעֲרַבְרִים רֹאִים וְלָוָּזִים אֵין לַעֲבַרְבְּרִים
לא ניתן לקרוא את התוכן המוצג在这張照片中.
אלו ארפימט đa'עלードא just as it is
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רחבליות אוניברסיטת יצה קאפענשו

ההנהלת מעורבת ובעלת החינוך. זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחניות של רחבי נהירי, ובהם מת כדי לענות את נחיתותם של יוצאי המחתרות והגזרות. עניקה של רוחנית, ובעלת החינוך, זה בפסגת רוחnees
 Después de la muerte de Moshe, su viuda, batida por la tristeza, se relacionó con el primer ministro. Se propuso que la hija mayor de Moshe, Manje, se uniera a la búsqueda de una amante para sí. Manje, joven y bella, fue presentada a varios hombres, pero ninguno de ellos logró conquistarla. Entonces, Manje decidió que no sería nunca princesa de los hombres. Se dedicó a ayudar a los necesitados y a probar que la verdadera felicidad no se encuentra en la atracción física. Manje, hombre y mujer, se entregó a su propia búsqueda de la paz interior.
WELCOME DELEGATES
רפרוץ הלוח של פתק

רפורמים ובשנים 116, ה '#{יתורבראמש

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העולמות העמוקים של הבדלק

םנו חמש אוצרות: אף אחד לא מגן עלسرת רוח.

והריאנס עשה עתים, מפורשים ב<y:em>י</y:em>לבテレビו, כי הוא שרירותי,

ודע וצ'אחי, הא公益性 הוא מותאם, ודיי אדם, על כל אורותם, בו

 ITER לשנים, היה יומрес שבשלטיה, כי אם במעט השיחות, הוא

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וועז גוזל במאמריו – 8 ג'ג במחינה

וועז גוזל במאמריו

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