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The Ladies' Garment Worker, Volume 7, Issue 5

International Ladies' Garment Workers' Union (ILGWU)

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The Ladies' Garment Worker, Volume 7, Issue 5

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

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We Are Prepared to Measure Strength.—George Wishnak.

Whitegoods Workers' Union (Biennial Report).—H. Lang.

PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

By the
International Ladies' Garment Workers' Union

8 Union Square, New York
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By the

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

2 Union Square, New York
# Directory of Local Unions

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(Continued on Inside Yiddish Cover)
Various rumors current in the cloak industry during the early part of April culminated on April 17 in definite information published broadcast that the employers of the Cloak Manufacturers' Protective Association would make a general lockout on April 29. They tried to conceal this move, planning to make a surprise attack on the union, but the fact leaked out nevertheless.

This hostile move on their part has not been altogether unexpected in union circles. We foresaw it last month when we said that "our union confidently accepts the employers' challenge," and warned our members to be ready to meet it.

In face of the fact, which the manufacturers have not attempted to deny officially, the workers have only one course to pursue—to complete the work of preparation already begun and to stiffen their determination to present a bold and fearless front.

It is gratifying that such preparation is going ahead with all due caution and dispatch. Our people are apt to go to sleep when the industrial sky overhead is clear; but the moment dark clouds appear on the horizon and a storm is threatening, the sleeping "giant" awakes and shakes himself.

Our members have shown themselves equal to the occasion more than once in the past, and—let the manufacturers not imagine vain things. The cloakmakers are aroused, and depend upon it—they will render a good account of themselves IF NEED BE.

* * *

OCNEHAL

We knew that the PARTIAL Manufacturers' Protective Association was planning a lockout soon after the Easter holidays. The spring season, so far as work is concerned, usually ends at this time of the year. In past years, unexpected lockouts in this and other industries when the organized workers are caught napping, were made with the object of giving the union a smashing blow and the employers a free hand to introduce tyrant rule unchecked. Evidently the cloak manufacturers, whose minds in labor affairs are working by sheer association of ideas, have chosen this form of combat to restore the arbitrary conditions prevailing in the period ending in the strike of 1910.

In manufacturers' circles opinions were freely bandied about that the association was ready for this move about the 15th of April. But in view
of the Easter holidays, which are known to bring a modicum of cheer into the workers' family life, public opinion would have been outraged if 60,000 people were locked out by their co-religionists on the eve of Passover—the commemoration of the delivery of the oppressed Israelites from the bondage of Egypt. Busybodies might further complicate the situation for the manufacturers by pointing out a contradiction, a flaw in their philanthropic zeal. How, it would be said, could philanthropists, who contributed money to the relief fund of Jewish war victims, lay themselves open to the charge of victimizing their own employees on Passover Eve? And so, to throw a sop to conscience, a complete lockout was planned to take place soon after Easter. Well, we await developments.

The manufacturers' attitude of concealment has given rise to the view in some circles that the employers' plan was for a partial lockout. A complete lockout would appear too brutal a method even for the most chronic antagonists of collective bargaining and peace with the union. So those who are only partially militant, because they possibly fear the storm of indignation that is likely to ensue upon an inhuman move of this kind, counseled moderation in the form of a partial lockout. According to this view a partial lockout would better suit their convenience. The manufacturers will need some men to make the samples with that purpose in view, but they for the fall season. They could palm off this partial lockout on the public under the guise of so-called "reorganization," reduction of working force, business necessity, etc. Be this as it may, we should be well prepared to meet this eventuality, and nothing can meet it so effectively as perfect unity in the workers' ranks and the union flag flying high.

**THEY WANT TO INTRODUCE THE OPEN SHOP**

Ever since a year or more it has been known that the manufacturers were planning to revert to the open shop practice in the industry and to enforce it either by a complete or partial lockout. If this is the goal whither the present leaders of the association wish to be tending, they will find it running counter to the wishes of the organized workers.

A certain sort of employers would like, no doubt, to be complete masters of the situation in the matter of imposing any labor conditions they please. The union will, however, oppose to their desire all the strength it can muster.

The open shop was unnatural and impossible already in 1910, and the employers found it so to their cost. After a bitter struggle of seven weeks' duration they were glad to get out of the open shop impasse they had themselves created. And five and a half years' peace and collective bargaining have relegated the open shop idea in the cloak and suit industry to the scrap-heap of obsolete notions. There can be and there will be no going backward. We will oppose any such move tooth and nail.

An open-shop dream was back of the manufacturers' minds in the summer of 1915. They abrogated the protocol needed some men to make the samples with that purpose in view, but they for the fall season. They could palm off this partial lockout on the public under the guise of so-called "reorganization," reduction of working force, business necessity, etc. Be this as it may, we should be well prepared to meet this eventuality, and nothing can meet it so effectively as perfect unity in the workers' ranks and the union flag flying high.
likely to help them in any future attempt to reintroduce the open shop and with it the old system of semi-slavery. The open shop rumor, however, shows the way the wind is blowing in employers’ circles, and we must watch it with all due caution and foresight.

* * *

Forewarned... All these rumors point to the fact that the manufacturers are preparing to fight the union. We do not exactly know what form the attack upon the workers’ rights and liberties will take, but we must be prepared to take up the challenge the moment it is made. It behooves us to be on the alert and foil the attack.

The manufacturers are proceeding on the assumption that the union will not be in a position to repel an attack. They proceeded on similar assumptions last year, and timed their assault at a moment when a number of officers and members of the union were indicted and wantonly imprisoned on trumped-up charges of murder. They were greatly mistaken then and they are much mistaken now. The alacrity and promptitude with which cloak, skirt and reenmakers are paying their dues, and the unanimity with which they have decided to pay an assessment of $3 for men and $2 for women members is evidence that they realize the gravity of the situation and are preparing to meet it with their customary vigor and determination.

"Forewarned is forearmed," we wrote in this column as far back as September, 1914, in our advice to our members to introduce a higher rate of dues. We were not immediately threatened by any crisis at that time, but we considered the raising of the dues a sound and necessary investment. Our industry and human affairs in general are so complicated that it is always wise to be prepared for the unexpected.

In the early stages of the war in Europe one of the English statesmen hazarded the prediction that "the last shilling will win the war." This prediction was no mere guess; it seemed to have been based on the facts of life. No interpretation of the facts of our industry can be correct unless the financial question is taken into account. The present situation in New York must bring this point home to our members in a most convincing manner.

Had our advice been acted on at the time, we should not last year have been subjected to a double-fronted attack. This attack was directed at us in the belief that our poor resources could not withstand the shock. It was due to a great wave of solidarity and wise leadership that we were able to emerge unscathed from the ordeal. With half a million dollars in our treasury, our enemies would think twice before even dreaming of launching an attack against us.

Had our advice to be financially forewarned been acted on, we should not be in imminent danger of an attack at the present moment. The Cloak Manufacturers’ Ossociation would find that we were too formidable to fear a threat of this kind, and the organized and individual employers in all centers of our industry would be only too willing to negotiate trade settlements with us. Our numerous problems within and without would be on a fair way to solution.

It is now high time to realize that improvidence is too costly in the long run. We mention this matter now because as yet it is not too late to
mend, and the topic is timely in view of our Thirteenth Convention next month. The financial problem has been before several previous conventions, and it is bound to occupy considerable thought and attention at the forthcoming biennial gathering in Philadelphia. We hope the convention will bring it to a step nearer to solution. But let us turn to the general subject of the next convention of which a great deal will be expected.

OUR THIRTEENTH CONVENTION AN INSPIRING GATHERING

Our members are aware that the matters discussed in the foregoing article have a close and intimate relation to the great convention which will open on Monday, June 5, at the Labor Lyceum Hall in Philadelphia. The convention will be, in more than one sense, an inspiring gathering.

Our thoughts revert to the Tenth Convention held in Boston in 1910. Our union was then in a state of feverish preparation for a general movement in the cloak industry of Greater New York, and the convention inspired officers and rank and file to carry that movement to a glorious termination. We were then incomparably smaller in extent and an almost insignificant fraction of the labor movement of the country. This was six years ago.

What a wonderful difference six years have made in the name and prestige of our International Union throughout the land? There is not a center of the ladies' garment industry which we have not made a rallying point for the workers to organize and secure improved labor conditions, while in a number of important centers and trades great improvements have been brought about. Numerically our organization is, at least, six times as strong as at the Boston convention.

The reports of our officers and organizers refer to great struggles won and conditions ameliorated in trades that formerly had been inaccessible to us. Reports from our locals likewise show progress all along the line. In the cloak industry of New York our locals have acquired stability and strength in spite of struggles and difficulties. To many of our members the union has become an indispensable institution to which they turn in time not only of disputes but of sickness and distress. Here and there 100 per cent organization has been attained. When these reports come to be read on the floor of the convention they will prove encouraging and inspiring not only to the delegates present but to our membership at large.

This and the problems to be tackled, including the abrogation of the agreement in the cloak and suit trade of New York, will render the convention one of the most important on record. It behooves us all to bear in mind that upon the organizing field, only a beginning has been made. We are still far from having organized all the 250,000 people employed in the various branches of our industry, and the convention will have to concert measures and discuss means for strengthening our present position and for extending our influence in new fields.

The Thirteenth Convention will not bear the character of a political meeting. The questions coming before it
will be *Measures rather than Men.* It will be free from personal issues. Trade problems will and *must* occupy most of the time and attention of the delegates. Upon the deliberations of this convention will depend a great deal whether the International Ladies' Garment Workers' Union, of which we are all so proud, shall grow and increase or shall continue to live from hand to mouth and so continually be exposed to attack.

For this reason we once more call upon our locals to exercise caution and judgment in the selection of their delegates. They must send to this convention representatives who will not merely listen but cooperate in the great work. The convention will need men and women of constructive mind to help devise the measures alluded to above; men and women who will not think exclusively of their own local affairs and interests but of the needs of the organization as a whole.

Let our locals and the membership at large bear this in mind and the Thirteenth Convention will prove one of the most memorable in the annals of our International Union.

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**INTERNATIONAL LABOR DAY**

May Day—the workers' First of May—has so rooted itself into the life of the advanced section of the labor movement that one looks forward to it every year with longings born of the new spirit and conviction that Labor *rules the world.* It is, moreover, the symbol of unity, solidarity and organized power; May Day inspires the workers with the hope of eventual emancipation from industrial slavery.

The two ideas naturally go hand in hand. Emancipation depends on unity and solidarity, and it cannot be brought about without organized power. The labor parades, the great demonstrations and the labor gatherings held to celebrate the day are apt to set the workers thinking of their emancipation and of the great future in store for them provided they will maintain and increase their unity and solidarity with a view to that end.

For nearly a generation the day has been celebrated in both hemispheres by the workers who are imbued with that faith in the future of Labor. It was in 1889 at the International Socialist and Trade Union Congress held in Paris, that the First of May was set apart for that purpose. The idea soon caught on and has since been faithfully adhered to every year by an increasing number of organized workers who pin their faith to Socialism as their hope and realization of the idea of industrial emancipation.

In the last two years international solidarity among the workers in Europe has been disturbed by a fratricidal war brought about by the greed and jealousies of kings and rulers. But the principle of solidarity has been kept alive by a faithful few even in the belligerent countries, and it is destined to become a more living reality after the war.

Whether the war will end in 1916 or will drag on for another year or two, it will have taught the nations certain truths that they must long remember. One of these truths is that a nation cannot trust its welfare to
private concerns who work for their own interest, but must organize all its industrial resources collectively.

After the war, whatever the result, the peoples must, nationally and internationally, rearrange their domestic and foreign affairs—nationally to save themselves from ruin; internationally because they will need the help of others, and they will have to employ the collective method, because the individualist method—the method of exploitation of the masses—means the dissipation of physical and mental energy and national resources. And because international solidarity of labor has received a severe jolt in the old countries, there is all the more reason why we in free America should keep the light burning. The labor movement is growing by leaps and bounds in spite of the bloody strife on the other side, and there is growing up a general recognition that Labor has it in its power to save the day after the war.

The locals of our International have particular reason to celebrate the First of May this year and join the parade or participate in the demonstrations. Our International Union has recently won a series of victories in which solidarity and faith in the cause of Labor played a great part. By throwing in our lot on that day with the larger labor movement, and joining in whatever celebrations are arranged, we shall lay the foundation for successful movements and victories in the future.

General Executive Board in Session
(Extract from the Minutes)

The seventh quarterly meeting of the General Executive Board was held at Statler Hotel, Cleveland, Ohio, from January 27th to 30th, 1916.

Present: Secretary-Treasurer Baroff and Vice-Presidents Pierce, Leukovits, Metz, Halperin, Kolodsky, Katz, Kurland, Cassatta, Amder and Cohen. The absence of Vice-President Wishnak was due to his inability to leave New York, in view of the uncertain situation in the cloak industry. Vice-President Pierce presided.

Secretary Baroff stated that the absence of President Schlesinger at the first session was due to unrest in the waist and dress industry and numerous stoppages caused by employers' defiance of the new standards, rulings and decisions. President Schlesinger had taken up the task of adjusting the differences and restoring harmonious relations between employers and employees.

SECRETARY BAROFF'S REPORT
To the Members of the General Executive Board; Greeting:
Right after we returned from St. Louis, President Schlesinger called a meeting of the New York Committee of the Board in Philadelphia to take up certain definite propositions which had arisen in connection with the then impending movement in the waist and dress trade in Philadelphia. At that meeting we decided to call a strike in Philadelphia on January 13.

The strike lasted only four days and was settled after a series of conferences with the Employers' Association. The workers returned to work under greatly improved conditions.

To-day Local 15 in Philadelphia is well established, having a membership of about 4,000. A splendid spirit prevails in the ranks of the workers. They recognize that their gains were principally due to the International Union, particularly to the untiring efforts of President Schlesinger, who spent about four weeks in Philadelphia before and during the strike and spared no effort to make the campaign a success. As a token of their recognition and of the deep esteem in which President Schlesinger is held by the masses of our women workers in Philadelphia, I would only mention the
wonderful reception accorded to him at the Arch Street Theatre on February 27, at which he was presented with a beautiful silver loving cup.

The Waist Makers' Union, Local 15, is now centrally located in an excellently furnished office, every bit of furniture of which, from desks and cabinet files to wall pictures and lamps, was donated by the workers of the various shops. Moreover, the spirit of solidarity now prevailing among our dress and waist workers in Philadelphia has spread to the cloakmakers in that city, and has brought about a remarkable change among them. Practically all of their shops, which have for one or many reasons not been organized, have now joined the union, and it is safe to say that Philadelphia has now 100 per cent of organization in the cloak trade as well as in the waist trade.

During the strike I visited Philadelphia several times and helped the workers to the best of my time and ability.

As to affairs in New York, I need not dwell at great length on the movement in the children's dress trade which culminated in a general strike on January 31, 1916. Conferences were previously held with the employers' association of this trade; but the manufacturers at first proved unyielding.

Approximately at the same time President Schlesinger held conferences with representatives of the New York and New Jersey embroidery manufacturers in regard to the demands of the union on the employers. These conferences had also failed, and a general strike was ordered by Local 6 on Friday, February 4, which was followed by a walkout of the New Jersey embroiderers on Monday, February 7. The response of the New York embroiderers was so effective that the entire trade was at a standstill on the first day of the strike. Another general strike was that of the wrapper and kimonos workers, Local 41. Their season happened to be in swing just then, and they were also called out on Monday, February 7. The call met with a hearty response. The strike of the Wrapper and Kimono Workers was settled before two weeks were over on very satisfactory terms, and to-day they have a membership of over 2,500.

To bring these strikes to a successful end, considerable sums of money had to be spent by the International. The strike in the children's dress trade lasted five weeks and was fought very bitterly. The courts were quite merciless and the magistrates imposed heavy fines upon the pickets which were harassed and arrested on the slightest pretext. 'Finally the Manufacturers' Association agreed to come to terms. An agreement was reached after conferring several days, and the strikers returned to work victorious in most of their demands. Local 50 has now a membership of over 3,500, and we hope that this local will grow stronger and stronger and will assimilate into its ranks all those who have not been affected by the agitation of the past few months.

While these movements were progressing, Local 25, Waist and Dressmakers' Union, called its workers out in a general strike on February 9. At least 35,000 responded to the call of the Union. This enormous fight of the waistmakers required our attention for a considerable time. The strike lasted about ten days, and as a result of it the workers gained a forty-nine hour week, a perfect preferential shop, increases of wages on piece work and week work, and a Board of Control. The union signed agreements with 450 independent manufacturers, and enrolled about 12,000 new members. This tremendous piece of work was put through with ability and skill that may well offer an inspiration to other locals of our International in their future work.

The waist and dressmakers, Local 49 of Boston, were likewise preparing for a general strike. Miss Rose Schneiderman spent several months in Boston getting the girls in line. Then Brother M. Perlstein was sent there. A general strike was called by Local 49 on February 10. The strike lasted for about two weeks and was settled with the association of the employers on quite satisfactory terms. Their hours were reduced to fifty a week in the winter months and to forty-nine hours in the summer; their wages were materially increased, and union shops were established in the trade. To-day Local 49 has a membership of about 1,000 men and women in good standing.

The strikes in the embroidery trade in New York and particularly in New Jersey have proved to be very bitter and protracted. Right from the start the em-
employers took a stand antagonistic to recognition of the union, and only after four weeks they consented to confer with our representatives. In spite of the patience and endurance displayed by President Schlesinger the conferences broke off and were resumed again, until finally, on February 16, after a fight lasting six full weeks, the strike in New York came to an end. An agreement conceding practically all the demands of the union was reached and the workers returned victoriously to work, while the New Jersey workers are still out and are conducting their strike with undiminished vigor. We levied an assessment of 50 cents per member to be paid in two weeks which brought us a considerable sum of money and helped to finance these strikes, the expenses of which were very considerable.

Local 48, Waist and White Goods Workers of Worcester, has recently started a campaign for better living conditions and higher wages. Brother Peristein was accordingly directed to go to Worcester from Boston to take charge of the situation. On March 10 they called out several shops on strike, and from reports received the strike is in good shape.

Since this report had been submitted, President Schlesinger succeeded in effecting a settlement with the employers, securing for the workers favorable conditions of labor.

Brother Finkle, our general organizer in the West, has been in St. Louis until a month ago. He succeeded in bringing new life into the local organization. From St. Louis we have, at the urgent request of the local union, sent him to Cincinnati to strengthen the locals in that city.

I have participated in the Grievance Board meetings of our Local 62, White-goods Workers' Union, with the Cotton Garment Association. The object of these meetings was to devise a method of enforcing the preferential union clause in the shops of the said association. We have been quite successful in this. I have also taken part in the first Grievance Board meeting of our Children's Dressmakers' Union, Local 50. There were complaints growing out of the recent settlement; some employers had discriminated against a number of their strikers and refused to take them back to work upon various excuses. I attended the meetings of the Board of Directors of the Waistmakers' Union, Local 25, and during their strike I literally spent all my time on their settlement work, and I also attended the conferences with the Cloak Manufacturers' Protective Association before the Council of Conciliation prior to the abrogation of the Protocol. President Schlesinger will, no doubt, report at length on the cloak trade in New York and the developments of the last two months in connection with the situation.

I addressed the celebration meeting of the Philadelphia Waist, Silk-Suit and Children's Dressmakers on March 4 at the Arch Street Theatre. It was certainly a source of great pleasure to me to be with them and to witness the excellent spirit prevailing at the gathering of the men and women of this newly organized trade.

I was present at meetings of Local 105, Neckwear Cutters, who have been asking us for an organizer all the time; also at meetings of Local 86, the newly organized local of petticoat workers, and have directed Miss Schnelderman, who has recently come from Boston, to interest herself in these two locals, with a view to our undertaking organizing work on a large scale in these trades.

Insistent demands have lately been addressed to the General Office from our Raincoat locals No. 29 of New York and No. 7 of Boston in regard to organizing work. It appears that a number of employers who were brought to terms last summer have opened shops in small towns in New England in order to dodge the control of the union. This appears to have assumed serious proportions, and the organized raincoat makers are now seeking means to counteract it. They plan a wide campaign in the trade and have requested the aid of the General Office.

During this time our Chicago White Goods Workers' Union, Local No. 60, has had a fight on hand which has resulted very favorably. It occurred in the shop of Sopkin & Steinberg, a firm that last summer settled with the union, and has by its poor faith in adhering to the terms of settlement compelled the union to renew the fight. We have contributed $200 towards this strike, and to-day the local is quite elated over the victory and is ready to proceed with organizing work on a large scale. There are in Chicago, as
we have had occasion to note already, thousands of women waist and white goods workers, and a movement among these people would doubtless meet with success.

We are glad to note that in Baltimore an earnest movement has been begun lately to put the local cloakmakers' organization on a solid basis. A committee of Local 4 came to New York some time ago to ask for aid and advice. President Schlesinger has visited that city lately and we have donated $100 for organizing expenses.

For the last three months we have spread our activity to Newark, and the expense that we have gone to in starting the campaign in this New Jersey stronghold of the waist and white goods trade has been fully justified. Aside from Miss Craig, who has been on our pay-roll since March, 1915, we have had there Brother Portnoy, and he has succeeded in enrolling several hundred women workers into the organization. We have had in Newark several successful strikes and have created a sufficiently strong organization to ward off attempts by employers in the waist and white goods trade to use Newark as a haven of refuge for thwarting the union.

During the strikes that we have recently had in New York and elsewhere we have employed the following persons for organizing work and strike supervising:


Local 50—H. Greenberg, H. Kleinman, S. Lefkovits, Henry Grassi.

Local 5—John J. Jennings, J. F. Pierce.

Local 49—Miss Schmelderman, M. Perlstein, B. Kurland, S. Jacobsohn.

Local 43—M. Perlstein.

Local 16—Chas. Irvin, Miss Litwakoff, H. Kleinman, J. Greenberger, M. Korsinsky, M. Silverman, J. F. Pierce.

We have, according to your decision, submitted to a referendum of our entire membership the question of Chicago or Philadelphia as convention city, and Philadelphia was chosen by a large majority. Thus our next convention will be held in Philadelphia. We are already making arrangements for suitable headquarters for our sessions and delegations and will issue the call for the convention in the first week in April.

In conclusion, I wish to state that we have, during these past stormy months, received the cordial assistance and cooperation of the members of the New York Committee of the Board, particularly Brothers S. Lefkovits, S. Metz and John F. Pierce.

Fraternally submitted,

AB. BAROFF,

General Secretary-Treasurer.

The report was approved.

Secretary Baroff recommended that the General Executive Board should avail itself of the power vested in it by Article 7, Section 1, of the constitution and levy a 10 cent assessment for three weeks on the entire membership to carry the strikes still on hand to a successful conclusion. After some discussion, in which all the members of the board participated, the recommendation was carried.

REPORT OF FIRST VICE-PRESIDENT

JOHN F. PIERCE

After the St. Louis meeting I was instructed to proceed to Philadelphia to assist in the waist and dressmakers' strike. I spent about a week or ten days in Philadelphia, and then returned to Bridgeport and New Haven to assist our corset workers' locals, and I can report that they are in excellent condition, both financially and morally.

Later President Schlesinger instructed me to assist Local 50 in their strike. I visited and spoke at several of their meetings at the different halls. I also attended their strike committee meetings and endeavored to perfect a systematic method of carrying on the strike, but due to some shop trouble in the Warner factory, I was obliged to go to Bridgeport for three days. Upon my return President Schlesinger instructed me to take charge of the embroidery strikers in New Jersey connected with Local 5 and at the same time to look after Local 6, the Embroidery Workers of New York as far as possible, and I have been busy in this capacity ever since.

The New Jersey embroiderers are still on strike—this being the eighth week—and the number at present is over 400 skilled workers. Those who responded to the call of the strike consist of stitchers, watchers, shuttlers, menders and repairers. Hardly any organization existed before the strike, and large numbers joined our ranks. Practically every stitcher in the industry
is out on strike, or else is working in one of the forty settled union shops.

All those working in union shops are being assessed 20 per cent of their weekly salary for those still out, and are paying willingly.

The spirit among the strikers is excellent, and we may surely anticipate a complete victory for our International Union.

I have also rendered assistance, at the instruction of the General Office, to the Wrapper and Kimono Workers' Local 41 in Bayonne and Local 113 in Newark, and in the New Jersey district I have received the support and hearty cooperation of Brother Jennings of the Jersey Office of the Cloakmakers' Union.

Respectfully submitted,

JOHN F. PIERCE.

The report was approved.

The report of Organizer Finkler was read, and it was decided to wire Brother Finkler, then in Cincinnati, to arrange a mass meeting at which Vice-President Koldofsky would be present with a message from the board.

REPORT OF VICE-PRESIDENT MAX AMDUR

During the month of January, when work for the Spring season started, the earnings of the workers in our trade were rather discouraging. Although prices were settled on all new styles in almost every shop, they were such that it was impossible to earn a fair week's wages. Fifteen or eighteen dollars a week was the highest amount earned working a full week with overtime.

I made complaints to the association and requested them to look into the matter, but all my efforts were in vain. The contention of the association was that prices were legally settled once, and they were not going to take up this matter again even if the workers had deceived themselves.

One association went even so far as claiming that the settlement of prices was not a transaction of business but a gamble, and those who understand the game best are those who win. This led me to make a move for resettling prices.

At first I took up a few shops where the prices were lower than in others, and after a stoppage of a few days I was successful in resettling prices with a considerable gain. The most important gain was that the few shops returned to work strictly organized union shops. The idea spread among their workers, and in the next few days requests came from almost every shop asking to be called to shop meetings in order to resettle prices. In the course of a few weeks I succeeded in stopping off every important shop in the trade, resettling prices, and unionizing the workers completely. Even the cutters who were always the hardest element to organize are now almost 100 per cent organized.

The initiation fees in our locals were raised as follows: Fifteen dollars ($15.00) for pressers, $10.00 for operators and cutters, and $5.00 for finishers.

In most of the shops prices were settled and resettled three and four times, and the prices were raised 60 to 60 per cent. As a result we have now a strong and solid organization; almost every man and woman working in the trade is in good standing with the union.

On Thursday, March 23, I called a meeting of all shop chairmen and laid before them a plan that our members should pay for three months dues in advance while the season is still in progress, in order not to fall into arrears during the dull time. This proposition was unanimously accepted, and a good many members have started paying advance dues last Saturday.

Our local was the first one to install a system of sick and death benefits, which has been in operation for the last seven years, and has worked to the full satisfaction of our members.

I have made an attempt to add an "out of work" benefit feature. The first experiment I made with the pressers' branch works fairly, and I hope that the other branches will follow suit.

The income of our union has mounted considerably; from $1,800 to $2,000 per week has been received in the last couple of weeks.

The agreement we have had with the Manufacturers' Associations is now a thing of the past, but I have lately received a letter from our new Director of Public Safety, Mr. Wilson, and also a copy of letter sent to him by the Manufacturers' Association in which they prefer charges against us. In his letter the Director has
Invited me to a conference at his office on Friday, March 17, and has offered his assistance to bring together the union and the association. He also expressed his willingness to act as arbitrator. My answer was that we would not go into any new agreement unless the manufacturers will recognize the union shop. On Tuesday, March 21, we had another conference at which President Schlesinger was present, but could not reach any agreement.

I wish to extend our thanks to the General Executive Board, in the name of the entire membership of Philadelphia, for selecting Philadelphia as one of the cities for the next convention.

Respectfully submitted,

M. AMDUR.

The report was adopted.

In a brief report by Vice-President Katz, he expressed the view that it was necessary for President Schlesinger to visit Chicago. Agreed to call President Schlesinger's attention to the matter.

President Schlesinger was present at the last two sessions of the board.

A committee from the Joint Board of Cleveland appeared and presented information on the trade situation in that city. The working conditions, they stated, are very unfavorable and the workers are ready to respond to the call of the International for a general strike. In the opinion of the committee there is no other way of compelling the manufacturers to recognize the union, and therefore they requested the G. E. B. to come to their assistance.

Organizer Solomon of Cleveland handed in his report, and the situation at Cleveland was discussed from every angle. It was decided that the matter shall be again taken up at the first best opportunity.

It was decided to arrange a mass-meeting for the cloak and skirtmakers of Toledo on Friday, March 21st. Vice-President Metz was instructed to attend the meeting.

Communications were read from Locals Nos. 10, 41, 50, 59 and 38. These were referred to the general officers for action at their discretion.

A telegram was read from the Waist-makers of Boston, Local No. 49, congratulating the G. E. B. on the success of the recent strikes.

REPORT OF VICE-PRESIDENT S. LEFKOVITS

On the 3rd day of February, at a meeting of the New York Board, President Schlesinger appointed me to take charge of the strike of the Misses' and Children's Dressmakers' Union, Local 50, and, of course, I was compelled to leave the office of the Joint Board for the time being.

The strike was called out on January 31, 1916, and I was the third chairman of the strike committee. Details of the favorable settlement are given below.

The following is an extract from the report of Brother Greenberg, manager and chief clerk of Local 60:

Prior to the calling of the strike we had a membership of between 1,200 and 1,300. Most of the organized shops were located in Brownsville, and we had no control over the trade in New York. About 5,000 answered the call for the general strike. There are thirty-four shops in Brownsville and we have control over all of them; these shops employ about 1,100 or 1,200 workers at the present time and they are members of our union. In Brooklyn we succeeded in organizing about sixteen shops, which employ about 500 workers at present, and about 400 are members of our union. In New York, excluding the Harlem Section, we succeeded in getting under union control 63 independent shops and 39 association shops, of which 20 are thoroughly organized. These shops employ about 2,800 workers, and about 2,500 are members of the union. The total number of shops controlled by us is 123, divided as follows: Brownsville, 34; Brooklyn, 16; New York, 72; namely, 55 independent shops and 20 association shops. Some association shops were not affected by the strike, and we hope to organize all the unorganized shops in the industry in the near future.

In the name of the Executive Board of Local 50, I wish to express our thanks to the International Ladies' Garment Workers' Union for their moral and financial support before and during the strike, which enabled us to bring about improved conditions in the children's dress industry and Local 50. We also wish to express our heartiest appreciation and thanks to Brother Lefkovits for the good work that he has done for Local 50 as chairman of the Strike Committee.

After fighting hard for five weeks we finally reached a settlement and signed an agreement on the 4th day of March, 1916, with the Children's Dress Manufacturers' Association, for the Locals 10, 50 and 58.
for a period of two years and nine months.

The main features of this agreement are as follows: A preferential union shop in the hiring, employing, retaining and in the distribution of work; the week's work to consist of forty-nine hours; double pay for overtime; a minimum wage of $22 a week for full-fledged cutters; an immediate raise of $2 for all the workers who were below this scale and an additional $1 a week on Jan. 1, 1917; an increase of $3 for the operators, namely, $1 immediately, $1 on January 1, 1917, and $1 on January 1, 1918; a minimum wage of $6 for all apprentices; registration of contractors, with the responsibility of the manufacturers for the conditions prevailing in said contractors' shops; no employee shall be discharged or discriminated against on the ground of his direct or indirect participation in union activities; the employees shall be justly safeguarded against unfair and wrongful discharge and against oppressive exercise by the employer of his functions in connection with all dealings with the workers; equal distribution of work; abolition of home work; a committee on immediate action with an impartial chairman, and a Board of Arbitration.

The independent manufacturers have signed for a closed union shop.

It was my highest ambition that this strike should be settled favorably to the workers, as there was a rumor spread that the strike had been lost when I took charge of affairs, and I am happy and overjoyed that the strike was won.

I wish to express my sincerest thanks to President Schlesinger and Counsellor Morris Milligut, who were instrumental in reaching this settlement with the association. I also wish to thank the strike committee and all the members of Locals 10, 50 and 98 who helped us win this strike.

I am sorry to report that our active Brother Max Stern of Local 10 died in the midst of the struggle, and I would recommend that a resolution of sympathy with his family be embodied in the minutes.

Fraternally yours,

S. LEFKOVITS, Organiser.
Mnberg of work in Boston for the last two years were read and discussed. (An extract from Bro. Rosenberg's report will appear in the next issue.)

In regard to these reports, Vice-Presidents Metz and Halperin were appointed a committee to visit Boston and confer with representatives of the various locals there with a view to improving the mutual relations between the cloak and skirtmakers and waist and dressmakers.

**ENTHUSIASTIC MASS-MEETING AT ROYAL HALL, CLEVELAND**

On Thursday evening, March 30th, a great mass-meeting was held at Royal Hall, Cleveland. All the vice-presidents of the International were present.

The hall was packed and those who were not on time had to be turned back for want of room.

A remarkable spirit of enthusiasm prevailed throughout, which may be taken as an indication of a bright future for the workers at Cleveland, despite the harsh conditions of the present time.

Vice-President Cohen, who was in the chair, said that the union was like a home for the workers, affording protection from inclement weather conditions. Why should the unorganized workers wander about in the cold outside? Let them come to the union and be warmed by the good hope of a better future.

Vice-President Pierce referred to the question of preparedness which is discussed everywhere. The best form of preparedness, in his opinion, consisted in preparing decent conditions for the workers. The right sort of preparedness was to organize in a strong union.

Bro. Solomon described the conditions in the shops. After working seven days a week, including overtime, one does not earn more than $16 or $18 a week. How much lower must people sink in order to begin appreciating the necessity of organization?

Vice-Presidents M. Amdur of Philadelphia and S. Metz of New York referred to the benefits derived by the workers from union effort. Let the workers of Cleveland follow their example.

President Schlesinger, who was the last speaker, in a clear, business-like address, convinced the workers present that the International had done all in its power to help the cloakmakers of Cleveland. As yet, no success has been achieved in bringing the manufacturers to recognize the union, but such success is bound to be achieved in the future. President Schlesinger called forth great enthusiasm when declaring that one day the International will come to Cleveland and cause a general awakening among the workers. In the meantime they must organize and be prepared for that eventful day.

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**How the Boston Waistmakers Were Organized and Won Better Conditions**

As Related in Her Report to the General Executive Board in Session at Cleveland

By GEN. ORGANIZER ROSE SCHNEIDERMAN

At the time of my arrival in Boston during the latter part of November, Local 49 had under its control three shops with a membership of 125. Two weeks later the number of members decreased because one of the shops moved out of town. The girls scattered among the different shops and trades. The trade was very dull at the time, and dues were coming in very slowly. Fortunately the local had $300 saved, and in that way they were able to maintain an office and a business agent. That in itself was not very encouraging, but as we know there was the strike of 1913 to live down; the union and International were looked upon with distrust, and a lot of reasoning and explaining had to be done in order to bring about a different frame of mind among the disappointed ones. In spite of these obstacles I proceeded with my organizing work.

The meetings during the month of December were very poorly attended, because of the dull condition of the trade. We formed an organization committee, and started out calling shop meetings.
Though the meetings were not as successful as we wished, we nevertheless made headways into unorganized shops, and in that way spread the thought of organization. In the early part of our campaign we called a conference of the intelligent elements who showed no disposition to join the ranks. Out of the invited twenty-five, twelve came. We had a heart to heart talk and only a few of them joined the organization right then and there, though the little gathering brought results later on. We then undertook a big mass meeting at Faneuil Hall for the last week in December with our International President and Secretary-Treasurer as the main speakers. We chose that time because we hoped that the trade would be in a better condition, and because that week was a vacation week for the girls who had to attend night school. (Boston has a compulsory night school law, and every girl under 21 who has not attended day school must attend four nights a week.) We did our best to advertise the meeting as widely as possible. We bought a half-page in a Sunday edition of the daily Forward, and distributed copies among the girls, as well as leaflets and circulars.

The day of the meeting brought with it a New England blizzard, and we looked at each other in despair. Luck seemed to be against us—the meeting was bound to be a failure, and such it was as far as attendance went. There were about 300 present, and we all felt very disheartened for not having been able to make a much better showing before President Schlesinger. There were Gentile girls present representing a number of important shops, as well as a smattering of Jewish girls who had not come into the fold. Small as the meeting was, we later found, it bore its fruit.

That same day, during the noon hour, Brother Ab. Rosenberg, Manager of the Joint Board of Cloakmakers, telephoned that at 2 o'clock that afternoon there was to be a conference with the Waist and Dress Manufacturers' Association, and asked Brother Sayvets and myself to be present. On second thought, we decided to go, knowing in our hearts that a conference of this kind could only be a preliminary skirmish. The meeting turned out just as we thought. We indulged in a lot of generalities, took stock of each other, and upon the employers' questions as to what we were after, we told them that we were not ready to take that question up at the time, but that we would let them know as soon as we were ready to talk business.

After the mass meeting the work became livelier. Shop meetings were better attended, enough to show that our agitation was having its effect. Knowing that if Boston was to fall in line with the other waist centers of the East we would have to act quickly, our next step was to call a conference representative of the workers of the different factories, in order to discuss demands, and we drew up a tentative list of demands at the Executive Board meeting so as to have something tangible as a basis for discussion. General Secretary-Treasurer, Brother Baroff, seemed to be doubtful about the situation in Boston and asked my opinion on the matter. In reply I wrote Brother Baroff a frank statement intimating that though things were not as rosy as could be wished, I thought Boston could be whipped into line that season. I gave him my plans of action, and asked him to await the results of the conference.

There were seventeen shops represented at the conference, and each delegate was questioned as to the sentiment prevailing in the shop. As far as the question of a general strike was concerned, all of them claimed that in case of a call they would be found on the firing line. We met again on Monday of the following week. After the Monday meeting, I was sure in my own mind that we could not quit, and that we would have to see the situation through to a finish. I communicated with Brother Baroff to this effect and received his approval in return. At that meeting the demands as outlined by the Executive Board, with very few modifications, were concurred in, and were sent to our International Officers for approval.

Towards the end of the week a call came from the Manufacturers' Association through Brother Rosenberg for a conference. They wanted to know what to do before they sent their salesmen on the road. A conference was arranged for the
following week and President Schlesinger was present.

It is well to state here that the Waist and Dress Industry of Boston is not extensive: there are about 40 employers with about 1,600 men and women in the trade. Out of the forty employers sixteen were then in the Manufacturers' Association, and it was with their representatives that the conference took place. The night before the conference a special executive meeting was called, also committees representing the three other locals concerned, Local Nos. 12, 24 and 73. President Schlesinger was present and discussed the different items of our demands. The item which we were most anxious of was the demand for a closed shop, and we determined to fight as hard as we could for that demand.

There were four conferences in all. At times it looked as if everything would go to pieces, and negotiations would stop, but thanks to the masterly and strategic way in which President Schlesinger handled the situation, we at last came to terms. We obtained an agreement granting a union shop and most of the demands we set out to get. We agreed with the Association that there should be a cessation of work for a limited time, so as to enable the union to organize the non-association shops. The time set for the general strike was February 10th, 11 a.m.

By this time the membership was increasing. The most encouraging thing was the response that the American women were giving. Most of these women had stayed in during the strike of 1913 and had learned a lesson. We therefore had reason to believe that February 10th would see the waist and dress industry in Boston at a standstill.

Wednesday evening, February 9, a monster mass meeting was held at Ford Hall, one of the biggest auditoriums of Boston. The hall was packed to its capacity, and with great enthusiasm the announcement of the coming strike was hailed. Eleven o'clock Thursday morning saw thirty-five shops out of forty out on strike; nineteen of these belonged to the association and the rest were independent shops. A week before the strike our staff was strengthened by the arrival of General Organizer M. Perlstein. Brother Perlstein gave his best efforts towards the preparation and the successful termination of the strike.

Monday morning, February 14, eighteen shops were back under the new agreement, twelve independent manufacturers signed up two days after. By the end of the week all but two shops were at work. The workers of one of the two remaining shops were poor strikers; we thought it best to send them to work in union shops, and turned all our forces on the one remaining shop, the Belle Waist Company. This firm employs seventy-five women and five cutters, mostly Americans, and we felt that all our energies would have to be bent towards winning this shop. There were several conferences with the firm, but without results. The Belle Waist Company was obdurate and stood by its open shop declaration; after that the strike started in real earnest.

We affiliated with the Central Labor Union, and at the first meeting we attended we made our plea for assistance; we asked for men escorts for the pickets, and credentials to visit the unions for the purpose of selling ball tickets. The Central Labor Union granted both our requests, and immediately asked the delegates present to volunteer their services on the picket line. The following evening the picket line was bigger and stronger than ever; besides our own strikers there were the president of the Central Labor Union, Brother Jennings and the business agents of the Teamsters, Sheet Metal Workers, Plumbers, Moving-Picture Operators, Bar Tenders, Carmen, etc., etc. These men brought new life and vigor to the strikers. I am sure that the final victory scored by the Belle strikers was largely due to the splendid cooperation given by the big brothers of the Boston Central Labor Union.

In order to finance the strike we levied an assessment of 50c, the income of which enabled the local to pay a strike benefit of three and four dollars a week. Two weeks later we reduced the assessment to 25c, because we sent most of the girls to work in other shops, and left ten girls to do the work of the strike. These girls did picket duty all day long.

In the meantime, Prof. Z. Ripley, of Harvard, Mrs. Ripley, Vice-President of the Boston Women's Trade Union League, and Mrs. Hollowell, President of the Boston Consumers' League, were trying to
bring both sides together once more. An informal conference was arranged on March 13, where Brother S. Jacobsen and I represented the strikers, with Mrs. Ripley and Mrs. Hollowell acting as moderators. Mrs. Hollowell was vitally interested because of the firm using the Consumers'-League label. We found the firm now much more willing to listen to reason than heretofore, and after several hours we parted with the understanding that there would be another conference, and hopes that there would be a final settlement seemed reasonable.

Having brought Brother Jacobson into the situation, I no longer saw any reason for my remaining in Boston, as things were so arranged that Brother Jacobson could handle the situation very well, and the same evening I left for New York, leaving behind me restored faith and enthusiasm. I can say with pleasure that throughout my stay in Boston I had the cooperation and confidence of the officers, the Executive Board and the most active members. We parted best of friends; with a real sense of regret that between New York and Boston stood a relentless railroad corporation who demanded its pound of flesh.

I am glad to say at this time that the Belle Waist Company settled on Monday, March 20th, after a five weeks' fight, and that all demands were conceded.

Local 49, consisting of a Yiddish and English-speaking Branch respectively, has a membership of 1,000. Brother Sam Jacobson, a member of the Cutters' Union, Local 73, and for a short time chairman of the Joint Board, is the Chief Clerk, and Brother Sayvets is Secretary. They have a very nice office at 724 Washington Street, and in spite of prophecies from certain quarters, there is every reason to believe that Local 49 is here to stay and be a component part of the International.

During my stay in Boston I attended three meetings of the Worcester Waist and White Goods Makers' Union. I also made three trips to Gloucester, Mass., with the hope of organizing a local there, but found that the time was not ripe for an organization. Respectfully submitted,

ROSE SCHNEIDERMAN.

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Conditions of Cloak and Skirtmakers' and Waistmakers' of Chicago

From the Report of AB. HIBNO (Chief Clerk for the Cloak and Skirtmakers' Union Under the Collective Agreement with the Manufacturers' Association of Chicago).

After the last strike at the firm of Palmer & Co., five years ago, the union in Chicago was able to control only about three or four factories; not the largest factories in the city, but factories next to the largest, which were making a high-grade merchandise. The membership of the union ran all along from 150 to about 400, depending upon the seasons, and the representatives of the union were able to do business only with these shops. There were sixty or seventy other shops in the City whose employees have from time to time joined the union for purposes of influencing the price for labor in their own shops and then left the organization after they had effected satisfactory terms with their own respective employers. Part of the membership of the union constantly traveled in the union and out of the union, depending largely upon the seasons and the prosperity of the business in any given year. There was no stability to the union, nor were there any standards in the industry to amount to anything. Each factory was a law to itself and ran on the principle of no law at all. No regulations of hours, no standard pay and a great deal of contracting inside of the shops; employees would be both employers and employees at the same time.

Chicago is not a cloak town and these evils did not assume the proportion they usually assume in non-union shops in the East, but some shops were bad enough. Conditions in the union shops were not bad, only the employees in union shops were always laboring under the difficulty of competition of the non-union shops. Employers would always say, "Why union
conditions in my factory, when upstairs
the same class of merchandise is being
made for less pay, and the non-union peo-
ple are accommodating the employer a
great deal more than my union help ac-
commodate me?" The idea that the en-
tire city ought to be organised and stand-
ards established making for uniformity of
hours, rates of pay, union protection, etc.,
formed itself in the course of years as the
ideal and hope of those of our people who
have been active in the life of our union.

Communications were sent to the Inter-
national, asking for cooperation in organ-
ising the city and in effecting an agree-
ment either with the individual employers
or a collective agreement with organized
employers, the intention being to get all
employers under an agreement and all the
employees members of the union. Our
members were also under the impression
that this purpose could not be accom-
plished except through a strike. It seems
that there were a number of employers
who had so arranged their own relation-
ship with their employees that a radical
change in the conduct of those employers
to their people was not possible except by
a strike, because in each of those shops
there were established modes of relations,
namely, favorites with helpers, who got
the easiest work, had steadier employment
than others and served the purpose of the
employer to keep the balance of the em-
ployees in a submissive state of mind and
the shop disorganised.

During the year of 1916, our local
unions jointly with the International In
augurated a campaign to prepare for a
general strike in the entire industry for
the purpose of establishing uniform stand-
ards, namely, 60 hours' work, price for
piece work to be based on the standard
for operators of 70c, finishers 50c, and
pressers, 40c per hour. Cutters to work
by week, full-sledged cutters to receive $35
a week. During the agitation, the em-
ployers formed two associations for the
purpose of entering into an arbitration
agreement which then prevailed in the
Eastern cities, particularly in New York.

Municipal Judge Harry M. Fisher and
other public-spirited citizens interested in
the controversy between the union and the
manufacturers, and succeeded, after many
conferences between the representatives of
the union and representatives of the two
respective manufacturers' associations, in
getting them to enter into an agreement
submitting all their controversies to be
passed upon by an impartial board of arbi-
tration. The manufacturers' assoc. selected
Mr. Samuel J. Klein, a former cloak and
then clothing manufacturer who has now
retired from the manufacturing business,
as their representative, and the union
selected Mr. Wm. O. Thompson, who is
the arbitrator for the union in the agree-
ment that the Amalgamated Clothing
Workers have with the firm of Hart,
Schaffner & Marx. Both of these gentle-
men jointly selected Judge Julian Mack as
the third arbitrator.

Brother Benj. Schlesinger and Peter
Slamsman represented the union before the
Board of Arbitration. It is probably not
amiss to say that it is the sense of the
members of the Local Joint Board Cloak
and Skirtmakers' Unions and of the mem-
bership of Locals 18, 44 and 81, that
Brother Schlesinger has made a wonder-
ful contribution during the hearing. He
has been a match and even a little better
than the representatives of the Manufac-
turers' Association, their president, secre-
tary and treasurer, by the way, quite able
gentlemen, and also a match against a very
able attorney that the manufacturers have
engaged by the name of A. J. Pfauim.
Brother Slamsman has also been a very
great aid to Brother Schlesinger in carry-
ing on the hearing.

Brother Schlesinger made arrangements
with me to take charge of the Executive
Department of the Union, viz.: to serve as
Chief Clerk. I have ever since found a
considerable number of shortcomings in
the agreement and decision of the Board
of Arbitration. The mode of settling the
labor price has proven to be not as satis-
factory as provided for in the decision of
the Board of Arbitration. The subject of
equal division of work is not satisfactorily
provided for in the decision. The subject
of outside shops, contractor or sub-manu-
facturer, is not satisfactorily provided for
in the agreement. There is no penalty
clause for violation of the agreement in
the body of the agreement, and there are
other items that arise from time to time
as controversies between the Manufacturers'
Association and the Union, to which
there is no answer in any of the provisions
of the agreement.
So that we have after a series of conferences agreed that we will jointly formulate a number of amendments and additions to the agreement, interpreting such clauses as are not covered in the agreement to the entire satisfaction of both sides, and adding such items as experience has shown to be of necessity in our industry, making the instrument more responsive to the mutual needs, and making it possible for us to work harmoniously with as little friction as possible. Items in the suggestions that are submitted by either side and found not to be provided for in the agreement will be submitted to the Board of Arbitration for them to pass upon the respective claims of either side, and we mean to have a hearing by the board just as soon as we can conveniently arrange it.

In principle, the manufacturers have agreed already to a penalty clause, to a clause covering the giving of work out, to agreed rules for shop chairmen in the shops. We had within the last six months three stoppages of work. Before the Impartial Adjustment Board, we have only lost one case. We have won several cases. The Impartial Chairman of the Adjustment Board under the agreement is Judge Henry Horner, Judge of the Probate Court of Cook County, and Judge Harry M. Fisher is the Impartial Chairman for the Adjustment Board of the North West Side Cloak and Suit Manufacturers' Association. All things considered, it is our impression that the agreement in Chicago has worked out fairly well, and when the amendments to the decision of the Board of Arbitration are agreed upon, or the Board of Arbitration will enact those amendments, we believe that the agreement will be quite a benefit to our members and that we will be able to work harmoniously with the manufacturers in enforcing its provisions.

Both the manufacturers and our people do not as yet fully carry out the provisions of the decision of the Board of Arbitration. Manufacturers in the main lay stress upon the one item of the decision, which prohibits strikes. They feel that since the people cannot strike, they have it within their power to do as they please, and a number of the manufacturers do so. The people in turn feel that the only real remedy against abuses is strikes, and if they are not permitted by the union to stop work, they feel themselves perfectly helpless, as though they are obliged to submit to a great many abuses committed by the employers, for which they would otherwise if they were able to strike, be in a position to retaliate and get redress. They say: "If we do anything wrong, the boss discharges us and gets his satisfaction at once, while if the boss does something wrong, we have a law-suit to give us satisfaction and are in no position to sue our employer by way of complaints, testifying against him, etc., because he has it within his power to take revenge, even after he is punished by the Adjudicating Board of the Union and the Manufacturers' Association, of any workingman or woman working for him who caused him all that trouble." A real serious complaint is very seldom made, except when the entire body of the people working in the shop make it. The reason is, they believe, that the boss is not going to be able to punish the entire shop.

It is only after a great deal of education on the part of the union that we succeed to get the people in the respective factories to have confidence in the efficiency of these arbitration hearings or hearings on complaints by the representatives of the union and Manufacturers' Association; that we succeed to somewhat allay the sense of helplessness which most of our members feel under the agreement. By this time we have succeeded in a number of shops to make unwilling and deceitful employers live up in a fair measure to the provisions of the decision of the Board of Arbitration, and in some shops we have succeeded but very little. My experience is, that manufacturers who do not live up to the provisions of the decision are not any more at fault than their employees who are afraid to complain and whose spirit of fidelity amongst themselves in the shop and the spirit of independence is much below par.

Four manufacturers in this city, viz: the firms of Halprin, Momer, Palmers, and F. Steigl & Bros., have not joined the Manufacturers' Association, and the union has entered into no individual agreement with these firms. They did not want to recognise the union, and the union felt that since there had not been called a general strike, we could not very well call individual strikes of our members working for these firms. We were under the im-
pression that we would be able to maintain those shops as union shops without an agreement with the manufacturers. This proved to be a mistake. These factories have remained open shops; so while our union has been of considerable benefit to our members working for those shops, because we have somewhat raised the standard and influenced the rate of pay of the entire industry of union and non-union shops, indirectly we have not been able to benefit our members in those factories by dictating union conditions through the agency of the union direct, and we find now that because of these shops not being under an agreement with the union, our work to protect our members is very difficult. We feel that we will be obliged before very long to force issues and measure our respective powers with these firms. The sooner we can do this, the better I believe the interests of the people in our industry will be served.

The union conditions in the East, particularly in New York, influence our situation because of the enormous amount of merchandise that our manufacturers are buying in the East or threatening to buy whenever any claim is made by our members for union standards. We feel, it is our opinion, that the union is in better shape here in Chicago than it is in the East; that the standards prevailing here are, in fact, much higher than those prevailing in the East, in the matter of price for labor, hours, treatment, etc., in the same class of shops, so that, in our opinion, we do not lag behind at all any ladies' garment center in the United States; that we are a little ahead in the procession, and we mean to keep up as best we know how.

The Manufacturers' Association has appealed from the decision of our Adjustment Board to the Board of Arbitration. Judge Mack has sustained the Adjustment Board and Brother Mines has received some $120 back money for time lost while discharged. Judge Henry Horner lately has awarded the employees of H. Schuman & Bros. $460 because Mr. Schuman has sent work out to non-union shops.

All things considered, the collective agreement is working fairly well. In our opinion, it will be, in time, of immense benefit to our members. It has been up to now of some benefit, but not of as much benefit as we think it ought to be when we succeed to get the industry of the entire city under its control and all of the needs of our people answered in its provisions.

Local No. 59 of the Shirt Waist and Dressmakers' Union has not been very successful in its effort to organise its craft. The industry of shirt waists and dresses is very large in this city. I should say about 2,000 or 4,000 people are employed, very largely women of all nationalities—Slavonic, Polish, Bohemian, Lithuanian and Jews; also a good many Germans and Americans. I think it will take a great deal of effort to organise those people. I think we ought to have a Polish and Jewish woman organiser, and, with the people we now have, I have an impression that we could organize the trade. I believe that we ought to make an effort to establish a collective agreement in that industry. If we could effect an organization, I am sure we could succeed in establishing a collective agreement.

Local No. 60 has an agreement with only two of the firms in the kimono and house-dress business. They have increased the wages materially of the people employed by the Herzog factories and also of the people employed by Steinberg & Sopkin Bros., but there are in this industry 2,000 or more people employed outside of the Union, and an effort in that direction would be followed with success. I would, therefore, recommend to the International to cooperate with the locals here in an effort to organise the ladies' garment industry in the entire city in all its branches, and if possible effect a collective agreement with the organised employers to be governed by a board of arbitration, somewhat in the same manner as the collective agreement now in vogue with Locals Nos. 18, 44 and 81. Fraternally yours,

A. BISNO.
We Are Prepared to Measure Strength with the Cloak Manufacturers

By GEORGE WISHNAK  
(Manager of the Cloakmakers' Union)

Surprise has been manifested in many quarters as to why the last agreement in the cloak and suit industry, signed on July 23, 1915, has had such a brief span of life. The only explanation for the high-handed action of the employers in abrogating the agreement is to be found in the fact that they did not enter into it whole-heartedly and seized the first opportunity to wound its death-knell. Let us consider their action in detail; it may help us to a clear understanding of the situation.

Before it was abrogated the Council of Conciliation had rendered three decisions. Firstly, that where piece prices have been settled so low as to afford the workers poor earnings, a member of the council should be empowered to order a resettlement. Secondly, that in hiring employees the employers should give preference to members in good standing of the union. Thirdly, that a Board of Control to enforce standards should be immediately established.

The employers accepted the third decision, but refused to abide by the first two decisions. In other words, they abrogated the agreement on account of the decisions for occasional resettlement and giving preference to union men.

In reality, however, they could easily swallow the two decisions relating to resettlement and preference, while the decision as to the Board of Control was the bitterest pill. Let us see.

In regard to resettlement the decision was framed so cautiously as to render resettlement necessary only on rare occasions. In view of the frequent changes of style and the consequent variation of work prices the contention of the employers that resettlements in exceptional cases would upset their business arrangements was a mere excuse rather than based on actual fact.

In the matter of preference, the argument of the employers against a union shop rested on the claim that they did not want to discharge a good workman who was delinquent in the payment of union dues, and they refused to compel him to pay his dues. But the decision had reference to preferring union men at hiring, and the employers could have no economic interest in opposing such preference. Besides, the decision was no new arrangement; it had been in force for five years.

In reality the employers did not abrogate the protocol because of the decisions for resettlement and for giving preference to union men. They had more to fear from the Board of Control. This board was to have been entrusted with important duties. Its principal task was to abolish the evil from which the cloakmakers suffer so much and the employers gain so much, namely, the competition between the inside and outside shops.

Until 1910 the employers' autocratic rule in the shops had been supreme. There had been no settled standards. Work prices had been arbitrarily determined by the employer, and the workers had no voice in the matter.

But the historic strike of 1910 radically changed the situation. A powerful union came on the scene and started exercising some control in the ordering of labor conditions. Price committees elected by the workers themselves took a hand in fixing piece prices, and the employers' arbitrary domination in determining labor conditions was rendered impossible. This changed regime in the shops tending to democracy in industry did not suit them, and so they reverted to the old-time expedient—"Divide and rule."

Here is a practical example of how they attempted to restore their arbitrary rule of former times.

Upon getting a new line of garments the following conversation would take place between the employer and the workers' price committee:

Employer: How much for making this garment?
Price Committee (upon deliberation): One dollar.
Employer: My sub-manufacturer has offered to make it for 80 cents; you can make it or leave it, just as you please.

The committee, fearing the loss of the work, offer to make it for 80 cents; they have no alternative.

To the sub-manufacturer the employer would say: "I can get this garment made in my own shop for 80 cents, but if you will make it for 70 cents, you get the work. The sub-manufacturer submits the lowered price of 70 cents to his employees. They are reluctant to reduce the price, but they, too, cannot afford to lose the work and finally agree, and thus the work prices sink lower and lower.

This then is the whip that the employer holds over the workers' heads. He intimidates the inside workers with having the sub-manufacturer at his beck and call, and uses the inside workers as a scarecrow for the outside workers. He drives the sub-manufacturing wedge into our union army, renders the workers helpless and forces them to compete with each other, thus complicating our problems.

By two means the union sought to tear this whip from the employer's hands: (1) by establishing definite standard prices and making the employers fully responsible for the conditions in their subsidiary shops; (2) by establishing a Board of Control to enforce standards in the inside as well as the outside shops.

In signing the agreement last year the employers agreed to definite standards stipulated therein, but they failed to carry them out, and the decision to establish a Board of Control stuck in their throat. They could not swallow it, lest an effort should be made to carry out the stipulated standards; so they abrogated the protocol.

As if to prove their desire to revert to the inhuman conditions of former years they have now decided to make a lockout, but what will the cloakmakers say?

The workers have resolutely set their faces against a return to the old, slavish conditions. We shall wage the most determined struggle in the history of the garment trades if the employers mean to force it on us, and one of the objects of the struggle must be to abolish the unnatural competition between the workers themselves.

We must wrest from the employers this weapon of pitting one worker against another, with which they have harassed the cloakmakers during the life of the old protocol and under the recent agreement. We are now more than ever in a fit condition to carry on a fight for the abolition of this evil which bars our way to real unity. It is in the interest of the employers to keep the workers divided, but we must foil their purpose.

The cloakmakers have never been better prepared for a decisive struggle. Six years of organization experience have given the union stability and the power to render futile the employers' designs upon our very existence. Their threat to attack us soon after the Easter holidays has already drawn our people closer together. Their purpose is to destroy our union, but we shall not allow them to take us unawares. We perfectly realize their aims and are fully prepared to meet them.

The Whitegoods Workers' Union

A Review of Two Years' Effort to Improve Conditions, Serving as a Report to the Thirteenth Convention of the International

By H. LANG

INTRODUCTORY

Our International Union is preparing for its next convention, and the General Office is summing up its two years' activity. In keeping with the occasion, we deem it proper to direct the attention of the numerous membership of our International in particular and the labor movement in general to the work and achievements of the Whitegoods Workers' Union.

We shall not only chronicle the events as they happened, but set forth the present condition of our organization and let all our good friends rejoice with us.

It is not, however, with the purpose of boasting, that we embark on this story, even though it is perfectly legitimate to pay a compliment where it is due.
The work of a union implies the exertion of human beings; frequently it involves strenuous, uphill labor of heart and soul. If this work happens to be concentrated around a few, the elite, who must necessarily be entrusted with considerable responsibility, and have tact and the force of influence; who must outline the details of the work and give it tone and direction, then these few deserve recognition.

We know that public work of this kind, especially in labor organizations, is mostly a thankless task. It is not always rightly appreciated. Often a certain endeavor meets with cold indifference instead of warmth and enthusiasm. Leaders and active workers are apt to feel discouraged and despondent, and suffer gratuitous soul torment at such an ungallant reception.

We do not by these remarks wish to offset a possible charge of boasting, implied in our rose-colored portrayal of the achievement of the Whitegoods Workers’ Union, in order that it may reflect creditably upon the leaders and officers. We have nothing to apologize for. It is only to state, that if upon the surface the waters seem to be calm and unperturbed, and achievements appear to come naturally, without striving, it is not so in reality.

Every improvement in working conditions, even the least important, involves considerable effort. Every step is attended by anxiety, and before proceeding to describe the occurrences of the past two years, it is necessary to lay stress on this point.

These two years were crowded with events that were vital to the interests of the whitegoods workers and the development of their organization, and upon looking back and considering the road we have traversed, we contemplate the fact with great pleasure that we ourselves have been those who prepared the road, clearing it of thorns, in order that thousands of workers, at the machines and with the pressing-irons, should be able to march on to a better and freer life.

That road was hard and encumbered with obstacles. The reaction which hovered over our labor movement in the form of false accusations by gangsters, spread its black shadows likewise over us. Our first officer, Brother S. Shore, was also enmeshed in the web of concoction fabricated by the enemies of the labor movement.

But we have nevertheless traversed the road. As to the progress of the march, the difficulties encountered, how we met them and what we have accomplished—an answer to these queries will be found in the following story of the Whitegoods Workers’ Union, one of the biggest unions of women workers in the country.

Let us at the outset consider the state of the industry and the condition of our union at the time of the last International convention.

CONDITIONS OF THE TRADE AND THE UNION
The contract signed with the Cotton Garment Manufacturers’ Association after the general strike of 1913 provided that six months prior to its expiration a conference should be held between the parties for the purpose of considering any necessary changes. The contract was to expire in Feb., 1916 so that the conferences were to commence in the summer of 1914.

But the time was then very unfavorable to the union. Terrible slackness prevailed in the trade, and many shops were almost deserted. In the shops where the clatter of machines was still audible very few people were employed. This state of things was unfortunate for us. Unemployment among the workers reduced the union revenue. The members could not pay their dues regularly, and the meetings were not well attended. It is natural that when, through forced idleness, the girls are not in the shops their interest in the union fades. They are apt to conceal in their hearts the worries and sufferings that are brought on by unemployment. They do not parade them before the public eye.

A large number of workers were weighed down by the trade depression. The anxiety for the morrow, the fear of the sad results caused by prolonged periods of slackness, the despair that follows the daily fruitless search of work—all these kept a number of whitegoods workers at a distance from their organization. Their social instinct that often brings them to the union became blunted, and dark days seemed to be in store for them.

At such times manufacturers usually
seek to cut down the earnings of the small number of workers employed in the trade. Under such circumstances the so-called good faith that is supposed to subsist between responsible manufacturers and the union has little value.

True, we did not come to an open conflict with the manufacturers, but a silent yet obstinate struggle was going on at every demand made by the union upon employers individually or the association collectively. This struggle found expression in the complaints of our members and in their adjustment.

In the best of times, when manufacturers have good prospects of extending their business, and should, in their own interest, try to prevent the growth of dissatisfaction and bitterness among their employees, even then the supposed good faith toward the union is no more than a high-sounding phrase. Even then the union must force the employers to show good faith.

It is easy to imagine how this good faith was manifested at that time when manufacturers felt that the union would not dare to demand much, that perhaps the union had no fighting strength.

The union, however, through our manager, Brother S. Shore, was constantly on guard against being slighted at that unfavorable time. Whenever a vital question arose, the right step was taken after due deliberation.

Although much attention had to be given to individual complaints because manufacturers utilized the slackness to treat employees unfairly, still, we did not lose sight of the approaching conferences with the association that were to consider amendments to the agreement looking to further improvements in working conditions.

It should be borne in mind that unemployment and its dire consequences did not only prevail in our ranks. In all trades throughout the land industrial depression brought suffering and despair to the working class. Everywhere the effect of the trade depression checked the aspirations and damped the enthusiasm of the workers for large undertakings.

For us the renewal of the agreement with the Cotton Garment Manufacturers' Association was a large undertaking. A union cannot go back. One step in advance necessitates a second step in due course, and if the other party is unyielding and in a militant mood, an open conflict, a strike in the industry, is bound to result. That means almost superhuman effort, suffering and persecution for the workers.

Yet, nothing daunted, we prepared for the undertaking. We formulated new demands and looked forward to the conferences with confidence.

**THE NEW DEMANDS**

We arranged a number of shop and district meetings which were attended by our business agents, W. Davis and M. Syetz, who were in constant consultation with our manager, Brother S. Shore. In this way we made known our plans to our members and called forth their interest in coming events. At meetings of shop chairmen, who form the most active element in our union, the condition of the shops were clearly gone over. The earnings of piece and week workers respectively, the manner of settling prices, the attitude of manufacturers to members of the union, the frequent violations of the agreement by many employers, and many other problems affecting the union workers in the shops—all these were amply and thoroughly discussed and ascertained.

Manager Shore drew up clear-cut demands, which received the sanction of the Local Executive Board, of the General Officers of the International, and of our legal adviser, now Congressman Meyer London.

Most of the new demands took the form of propositions for revising certain provisions in the old agreement. Our main demands were: first, the introduction of a minimum scale for week workers. Where there was a scale for apprentices or beginners we wished that it should not rest solely with the manufacturers to determine the length of the apprenticeship term. Manufacturers may like the apprenticeship term to last forever. Furthermore, for beginners we stipulated one scale for operators and pressers and another for ribboners and examiners, the latter being a less-important branch of trade.

Secondly, we wanted a specified form of settling prices for piece workers, a minimum rate forming the basis. As a result of the general strike of 1913 the piece workers won such a minimum rate, namely, 20 cents an hour, and in addition an
increase of ten per cent on their earnings at the end of every week. It developed, however, that this 10 per cent increase did not last long. At settlement of prices manufacturers would set up the claim that the 10 per cent was already included in the price agreed on. That would cause disputes, and the workers did not always profit by the arrangement. The union therefore asked for a well-defined form of settling prices with a recognized price committee on the definite basis of a minimum rate.

Thirdly, we asked an increase for the week workers, and, fourthly, that the provision relating to union members in the shops should be clearly defined, so that manufacturers should be obliged to employ members of the union. The provision in the old agreement relating to this matter was rather vague. Quite often the union had cause for complaint against very many manufacturers, whose actions in the shops tended to weaken the sentiment for the union. Frequently the representatives of the association did not regard this question with the seriousness it required. The union, therefore, desired a clear definition that should need no interpretation or explanation.

These were the main demands by which it was intended to bring some improvement and remedy accumulated evils in the trade.

In order to bring these demands to the attention of our members and to enlist the sympathy and enthusiasm of the masses, a strenuous and sustained campaign was imperative. The summer months of 1914 had gone, and the shops showed signs of increased work. Again we resorted to calling numerous shop and district meetings. Executive members and shop chairmen, under the guidance of our officers, applied themselves to the task with energy and persistence, and a demonstration was arranged at Cooper Union Institute, where Manager Shore received a mandate from the masses to effect a settlement with the association to the best of his ability. Should it be necessary to wage a conflict, we were all prepared to carry it through to a finish.

The voice uttered at the meeting in Cooper Union found an echo throughout the industry. The manufacturers saw that the trade crisis had not completely benumbed the spirit of the whitegoods workers; that it did not extinguish the light that had burst into flame in the general strike of 1912, and the association invited the union to confer on the revision of the agreement.

THE CONFERENCES WITH THE ASSOCIATION

The conferences began in November, 1914, and in many of them President Schlesinger and the then General Secretary Sigman also participated. There were likewise present representatives of the Cutters’ Union, Local 10, but it fell to the lot of our union to play the leading role at these conferences, for our interests were more vitally concerned than those of the cutters. Our International officers, on the other hand, knew that our local officers were sufficiently responsible and cautious in making any move, and left the task to the sole discretion of our representatives. We, however, received the full moral support of the International. It did us much good to bask in the sunshine of its great prestige.

An interesting incident occurred in connection with the conferences which is worth while recording.

Before the initial conference took place, Brother Shore was informed that Mr. B. Ratner of the firm Ratner Bros., had been selected by the association as one of its representatives at the conferences. This firm had frequently violated the provisions of the agreement. At one time, when the Grievance Board of both parties had decided that the firm shall allow access to its books for the purpose of investigating certain claims by the union, the firm ignored the decision. The firm was thus liable to be placed under charges for violations, and it was not proper that their representative should be honored in being selected as one of the conferenceees. His presence would have marred the peaceful character of the conferences, contradicting the principle of good faith between the contracting parties.

Brother Shore, therefore, protested in the name of the union to the then president of the association, Mr. D. E. Slicher of the firm Slicher & Co. The then leading men of the association soon came to realize the justice of the union’s protest and withdrew Mr. Ratner’s name from the list of conferenceees.

True, it was somewhat risky to make
an issue of this matter, but the association realised that the union did not mean to interfere in its internal affairs and dictate to it who should or should not be its representative. The association recognised the manly attitude of the union and thereby confirmed the principle that an employer acting defiantly and violating the agreement, which is the symbol of peace, between the parties thereto, must not have a hand in the peace negotiations. He thus renders himself unfit to bandy about such words as "good faith," "confidence," "industrial peace," etc.

Our representatives thus went to the conferences with lighter hearts. But they had yet to overcome a series of contentsions and arguments by the other side. Mr. Harry A. Gordon, the attorney for the association, brought to the defence of his clients all the verbal arrows that an experienced lawyer can find in his forensic armory. His principal contention was: Why should the burden of union demands fall only upon the shoulders of the New York manufacturer? Why does not the union try to extend its control also to other cities? In his opinion, the industry was leaving New York because manufacturers were unable to comply with the demands of the organised workers, and out-of-town manufacturers had a free hand in competing with those of New York.

Brother S. Shore in reply masterfully analysed all these contentsions and showed that by their actions many employers of the association had weakened the union sentiment in their shops. This was the cause of many shops slipping away from union control, and the union was rendered financially unable to assist the International in organizing the whitegoods industry in out-of-New York centers. If the New York manufacturers were really interested in the organization of the entire industry with a view to checking unfair competition, they should have suited their actions to their words; they should not have made it necessary for the union to concentrate its entire attention upon New York. Furthermore, since the union did not have complete control over the workers in many of the association shops, because not all of them were its members, owing to a one-sided interpretation by the association of the preferential provision of the agreement, employers were violating the contract in every way. The conditions in the industry were unequal, and manufacturers, nominally joined together in the same association, in actual practice were competing with each other in the matter of labor conditions.

Thus the contentsions of the employers' representative were completely refuted. The conferences lasted several weeks. We were apparently hasty in thinking that the negotiations had been terminated, and that revisions agreed on by the representatives of both parties required only the indorsement of the association. The association does not seem to have been unanimous in the matter and did not approve the action of its representatives. This meant a renewal of negotiations, for the air was again fraught with doubt and uncertainty. Once more the possibility of a general strike was dangling before our eyes.

Finally an agreement was reached and a new contract was signed on March 6, 1915, to be in force until March 6, 1917.

NATURE OF THE SETTLEMENT

The four principal demands of the union had been won; namely, a minimum scale for week workers, which secured to many of them an increase of $1.50 and $2.00 a week. Those whose earnings were above the scale secured an increase of $1.00 divided in two instalments. For the piece workers the specific form of settling prices by a test, conducted under the watchful eye of the price committee on the basis of a minimum rate, was conceded. In regard to the status of the union workers in the shops, we won the point that all who had joined the union since the general strike of 1913 should become members in good standing, and the principle that "all who enjoy the benefits of the union should share in its burdens" was reaffirmed.

All the institutions introduced in 1913 and during the life of the previous agreement were retained, and our members were thereby assured that the organization would be fully capable of protecting their interests.

Subsequently the independent manufacturers renewed their contracts, in many cases with substantial gains for the workers.

ENTHUSIASM IN THE RANKS

Our members hailed the settlement
with enthusiasm. It was not only the material gain that cheered and encouraged them, but also the knowledge that the union possessed the power to avert an open, stubborn struggle and yet bring about improvements in their conditions, thus calling forth the congratulations of many labor organizations.

 Strikes were likewise averted in the independent shops which are under the charge of Bros. W. Davis and M. Syetz.

These peaceful settlements imparted new life and vigor to the union. The strenuous agitation then conducted brought many new members into our ranks. Our financial department, in the charge of Miss Mollie Lipshitz, got busy. The treasury of the union grew richer and a new life dawned for the mass of workers in our trade.

 (To be continued.)

A. F. of L. Calls International Labor Congress

In a call issued by President Gompers of the American Federation of Labor for an International Labor Congress to be held simultaneously with the Peace Congress of the nations now at war the following paragraphs occur:

We are not unmindful of the issues involved for which men are shedding their blood and giving their lives. We, too, have been concerned by national problems which have grown out of war conditions; and now our great concern is that the horrors which have engulfed Europe do not also engulf this country by a plunge into war.

There are to come greater opportunities for freedom and protection for those who do the world's work, the toilers of all countries.

Everywhere the wage-earners by tests of fire have proved their loyalty, their honor, their patriotism, their value as men and women. In the past they have borne not only the burden of war, but have been weighed down by the war debts and readjustment attending a return to peace conditions.

The workers can refuse to be the victims of the blunderers, the evil plans, the ambitions of those responsible for this war. In their struggles against oppression there have been born yearnings for human freedom, for better opportunities, for justice in life and work. During the centuries they have made progress, sometimes slow, it is true, but always progress. It has been a long fight from slavery to the present degree of freedom.

There is a great opportunity in the immediate future for democracy and freedom. A century ago the feudal system died in the Napoleonic wars that convulsed Europe, and through them was established their right to freedom and participation in the affairs of government and society.

Slowly but surely the workers have been making demands for recognition of their rights as human beings and as members of society, and they have established many of them.

Since the beginning of the war their economic importance, their political and military powers, have been tacitly and officially recognized. Statesmen have recognized that organizations of wage earners are an integral part of organized society.

In the hope of their dignity and value, it is the duty of the wage earners to make demands upon the world assembled in the next world congress, that nothing touching the lives of the workers shall be determined without taking counsel with them. Such a demand made by the personal representatives of the wage earners, assembled in the same place and at the same time as the world peace congress would have a tremendous effect upon the spirit and the determination of that congress.

Such a demand will set high standards of democracy, and will give all prominence to the principles of human welfare that could not be ignored.

The labor movement is a great humanizing, democratizing force in the affairs of the nations and must have a place wherever the welfare of the wage earners is concerned.

If demands are not made they can be ignored with a good conscience. But when ideals of human welfare and right and the interest of the common people are presented and urged in world tribunals, they cannot be wholly rejected. These demands will not be presented or considered unless the wage earners send their representatives. This labor congress is an application of our ideals as well as a great opportunity.

The proposed plan for the labor congress is formulated for the purpose of securing the representative thought that civilization exists for human beings. The principles of human welfare have never been represented in these conferences. It is this wider and broader concept that we wish to bring into the next world congress and humanize and elevate the thought and decisions.

The plan of the American labor movement for this labor peace congress has to do solely with the organization of that
לבסוף, נпроизезд את הצעדים המאוחדים ושלוחם של פוג pequeñaPorpora.

ואני מוסיף כי אם יש לי כלום שלוחם של פוגcosaPorpora.

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לאחר תקופת פוגcosaPorpora, אני מכריז כי אם יש לי כלום שלוחם של פוגcosaPorpora.
## Directory of Local Unions [Continued]

<table>
<thead>
<tr>
<th>Local Union</th>
<th>Office Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>64. Chicago Raincoat Makers</td>
<td>1145 Blue Island Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>66. New York Waist Buttonhole Makers</td>
<td>106 Forsyth St., New York City</td>
</tr>
<tr>
<td>67. Chicago Waist Makers</td>
<td>1815 W. Division St., Chicago, Ill.</td>
</tr>
<tr>
<td>68. Chicago White Goods and Kimono Workers</td>
<td>1451 N. Rockwell St., Chicago, Ill.</td>
</tr>
<tr>
<td>69. Montreal, Canada, Cloak and Skirt Pressers</td>
<td>37 Prince Arthur E., Montreal, Canada</td>
</tr>
<tr>
<td>70. New York White Goods Workers</td>
<td>35 E. Second St., New York City</td>
</tr>
<tr>
<td>71. Cincinnati Cloakmakers</td>
<td>122 W. 6th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>72. New York Buttonhole Makers</td>
<td>57 W. 21st St., New York City</td>
</tr>
<tr>
<td>73. Brooklyn Ladies' Tailors</td>
<td>45 Graham Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>74. New York Bonnaz Embroiderers</td>
<td>25 3rd Ave., New York City</td>
</tr>
<tr>
<td>75. Montreal, Canada, Cloak Finishers</td>
<td>619 E. Woodruff Ave., Toledo, Ohio</td>
</tr>
<tr>
<td>77. Chicago Ladies' Tailors</td>
<td>423 Sackville St., Toronto, Canada</td>
</tr>
<tr>
<td>78. Boston Amalgamated Cutters</td>
<td>1345 Blue Island Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>79. Toledo Cloakmakers</td>
<td>8 Lovering St., Boston, Mass.</td>
</tr>
<tr>
<td>82. Bridgeport Ladies' Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>83. Chicago Cloak and Suit Cutters</td>
<td>909 N. Homan Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>84. Toronto, Canada, Cutters</td>
<td>101 Dundas St., Toronto, Canada</td>
</tr>
<tr>
<td>85. Cincinnati Skirtmakers</td>
<td>2897 W. 6th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>86. Buffalo Garment Workers</td>
<td>73 William St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>87. Toronto, Canada, Cloak Pressers</td>
<td>71 Nassau St., Toronto, Canada</td>
</tr>
<tr>
<td>88. Cincinnati Skirt Pressers</td>
<td>417 David St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>89. Pittsburg Ladies' Tailors</td>
<td>211 Amity St., Homestead, Pa.</td>
</tr>
<tr>
<td>90. Montreal, Canada, Raincoat Makers</td>
<td>20 St. Cecile St., Montreal, Canada</td>
</tr>
<tr>
<td>91. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>92. Stockton, Cal., Ladies' Tailors</td>
<td>507 E. Miner Ave., Stockton, Cal.</td>
</tr>
<tr>
<td>93. Ladies' Neckwear Cutters</td>
<td>890 Park Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>94. Cleveland Raincoat Makers</td>
<td>112 Prospect Ave., Cleveland, Ohio</td>
</tr>
<tr>
<td>95. Montreal, Canada, Ladies' Waist Makers</td>
<td>147 Colonial Ave., Montreal, Canada</td>
</tr>
<tr>
<td>96. Newark Waist and White Goods Workers</td>
<td>118 Market St., Newark, N. J.</td>
</tr>
<tr>
<td>97. Raincoat Makers of St. Louis</td>
<td>Fraternal Bldg., St. Louis, Mo.</td>
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</tbody>
</table>

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Named shoes are frequently made in Non-Union factories.

**DO NOT BUY ANY SHOE**

no matter what its name, unless it bears a plain and readable impression of this UNION STAMP

All shoes without the UNION STAMP are always Non-Union

Do not accept any excuse for absence of the UNION STAMP

**BOOT AND SHOE WORKERS' UNION**

246 Summer Street, Boston, Mass.

**John F. Tobin, Pres.**    **Chas. L. Baine, Sec’y-Treas.**
డ్రు లియాన్ కార్పొల్స్ యువ్వులు,

ట్రైఫ్లాక్స్ యూనివర్సిటీ ప్రార్థనలెన్ ముందు భారీ రూల్ కు చేసుకుని, మీకోస్ పాతికల్లో ప్రతి రోజు పరామర్శం చేసుకుని. ట్రేన్ వైకాన్ ద్రామా యువ్వులు,

మీకోస్ పాతికల్లో ప్రతి రోజు పరామర్శం చేసుకుని. ట్రేన్ వైకాన్ ద్రామా యువ్వులు,

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אין ttk הפקת מרשום, אך מפורט,\\nעל펜ך מרחוק וברחוק, אך צד מיר.\\nנוגעaniu ומכחסヘル וויזים, אך דר רזר.\\nנוגעaniu ושנה, בזק וברז.\\nכדוע נוח וбереж נוגעאני יאני, אך דר רזר.\\nכדי נוח וбереж נוגעאני יאני, אך דר רזר.\\nכדוע נוח וбереж נוגעאני יאני, אך דר רזר.\\nכדוע נוח וбереж נוגעאני יאני, אך דר רזר.
אם יש לך נוספים רואים, אני רוצה起重 של אנטונין, צ'ארלס או דויד לולדון, אינני יכולبس שהםらない. אם יש לך נוספים רואים, אני רוצה起重 של אנטונטין, צ'ארלס או דויד לולדון, אינני יכולبس שהםらない. אם יש לך נוספים רואים, אני רוצה起重 של אנטונטין, צ'ארלס או דויד לולדון, אינני יכולبسHEY.
La scelta della unità

La scelta della unità è una questione fondamentale per la comprensione e l'applicazione di vari concetti scientifici e tecnologici. Nonostante ci siano molte unità di misura a disposizione, è fondamentale decidere quale utilizzare in base alle specifiche necessità del momento.

Per esempio, se si sta lavorando con materiali che vengono tagliati a mano, l'uso di rulli e di un metro a mezza casa può risultare utile. In caso contrario, un metro a mezza casa sarebbe l'opzione migliore.

Inoltre, è importante considerare che la scelta della unità può anche influire sulla precisione delle misurazioni. Ad esempio, se si stanno misurando dimensioni molto piccole, l'utilizzo di una misura più fine può essere necessario per ottenere risultati accurate.

Infine, è essenziale farsi un'idea della precisione con cui si desidera misurare. Ad esempio, se si sta lavorando con una macchina che utilizza misure molto accurate, è probabile che sia necessario utilizzare una unità di misura con una precisione simile.

In conclusione, la scelta della unità di misura è una questione fondamentale che deve essere considerata con cura per garantire la precisione delle misurazioni e la efficacia dell'operazione. Si deve considerare la precisione desiderata, l'utilizzo di strumenti specifici e le specifiche necessità del momento per scegliere la migliore unità di misura.
די וימים أفדרטפיקרס אינכאמן

וית הלשון ותרסייתור לקעפנונית בטסורי בקדינוגנט.

נתחנו את זה המתחם ולד התריס ביעדה התריסית סימם חורשה, והשוד ענקית קסמה.

ונאגרוניות לא אבידתך.

דיאגנוזה

וניא הגר של המ_Contentוניא או המגמה שסיימה.}

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אין כתיב בעד דף זה.
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ויוסף
ברך
 ואחיו
ברך
וככם
ברך
ואם כל הבשמים ינפלو
אין אוניות. אוניות נحجم השפחה ה'גמ"ט. אם כן trời ענוה, גם האמולה ענוה. בין נורו המים היה רוח כל פנים, בין נער לنفسיו, בין נושב ללבו, בין חסרי נפש ולב בכיסו. בין נושב ללבו, בין חסרי נפש ולב בכיסו. בין נושב ללבו, בין חסרי נפש ולב בכיסו.

בינה נאג'ן

וכך גזר האדם על כל עולם תחת שבר ילדותו: 'אנו יצרו עניין זה עם איים, במים, שבר הם, גזע הזיתים, גזע הצמחים. בין נושב ללבו, בין חסרי נפש ולב בכיסו. בין נושב ללבו, בין חסרי נפש ולב בכיסו. בין נושב ללבו, בין חסרי נפש ולב בכיסו.
אין לי איסור להבז韮ן. זו הפעם הראשונהuyểnון. יחסו של הים השקט להבלובים זוהה ידנית. בין זהים, או דווקא בין זהים, או דווקא בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, בין זהים, 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הוותן של חכמים בסוף העת העתיקה. עותקים של כתבי מסオים ו/disableם של גרבנים ו/או חומרים

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(ID 1)

(ID 2)
דרложение צוד ור FSMתא מא 1916

דר לייזר גלוסטר והירק

רחוניות והדרflammטרים.

ועם כן, ארבעה ידועים עם נwagon, ואףiero
אין ידוע על אף פאי, נייר קריסים שגוי.
בנוסף, ידוע על פאי, נייר קריסים שגוי.

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דר ניצן בנים נא דר מלתה

א שקדוק נבואת מנון אינע וינו מני די מאדר artış: והמדרששהלתכ ניבים מני אינעה.

(ו"ח הדר, וע"ל)
לא נמצאו נתונים布尔ורגיים לא可用于語文分析。
אינני יכול לקרוא את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה וה Pages נמציאיםalue את התוכן המוצג בטופס זה. המבנה weld
בי פלאתנוipa יד 그러나 דברונא יראת כריב ve דוד מח後に?

לאחרתונא עבורהונא פייד ק desiית סינכ וראובן - ויושע עט קוסט

ייזא יז שמעון קרליסו — יזיד מורא תוניס חטאתונא עסיליתני הראובני — רזונשא

יא יז קרט

ימצאותה ונא קפסת עבורה ונא יודא: שכרותונא ונא קפסת עט קוסטשא ונא קוסטשא

שפרושיא ונא.

ריעס עט קוסטשא עט קוסטשא ונא יודא: שכרותונא ונא קפסת עט קוסטשא ונא קוסטשא

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אם משלונא
קלпедוקס. ראש המנהל של בית החולים. מספר
סמל: 12239483293
תאריך: 10.10.2023

cía מנהל בית החולים

averse

יוסף

صحة

ביון

שיאה

הטוב

highest good

highest good
וְיִוְיִאֲרוּ מַרְכָּזֶרִי עָז בְּמֶנֶּרֶאְלִיִּים וּתְרַפְּאָתָן
נְהֵנָה

לְינוֹלַת נְעֵלָתֵי יַרְדֵּנֵהַת וּרְאֵיְמִיתֵי יַרְדֵּנֵהַת וּרְאֵיְמִיתֵי יַרְדֵּנֵהַת.

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לא ניתן прочитать текст изображения.
congress. We do not offer any program or any plan as to what the members of that labor peace congress shall do.

It seems best to leave the representatives free and unhampered to use whatever opportunities available and to take advantage of any other opportunities to promote the interests and conviction of the organized labor movement of the world. It is well known that the labor movements in all countries are a power for democracy, and insistently and fearlessly urge in every relation the paramount importance of the human element. There are no other organizations that are concerned wholly and purely with human welfare—the protection and the conservation of human life. The labor movement everywhere is a movement of the people, in the interests of the people and for the rights of the people.

We recognize full well that no conventional agencies or plans devised for the maintenance of peace can be of any use if there does not exist in each nation the will and the understanding to maintain justice, which is the best basis of all real peace.