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Editorials, our Struggles and Victories East and West.

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by the
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The International Tailors' Congress in Vienna

Our Secretary Dyche excites universal attention expounding American methods

Compiled from Various Direct Sources of Information

By A. ROSEBURY

The proceedings of the International Tailors' Congress, held in Vienna on July 15, lasting three days, received an added stimulus from the presence of the American delegate, our Secretary-Treasurer, John A. Dyche, representing the International Ladies' Garment Workers' Union. The congress discussed many questions of vital interest to tailors and garment workers everywhere. By far the most important was the question of how best to bring together the organizations in the various countries in order to place them in constant communication with each other, thus creating a helpful interchange of views as to means and methods of organization.

Thirty-two delegates represented eleven countries, viz., Austria, fifteen delegates; Germany, ten delegates; France, three delegates; England and Hungary, two delegates each, and Sweden, Denmark, Holland, Switzerland, Serbia and Bulgaria, one delegate each. The congress was by nationality, each nation being accorded one vote.

According to information from various direct sources, all the delegates were highly pleased with the presence of our General Secretary. For the first time in the history of these conventions (this being the sixth in the course of the last twenty years), a live American broke in on the slow and easy going Europeans and told them without the slightest delay that they are altogether too moderate, too conservative and lagging behind the energetic methods used in the United States. Even the German delegates, representing well organized and disciplined tailors, look to the defensive when Delegate Dyche told them that they lack the aggressiveness of American Unions; that he would rather see them become less scientific, less absorbed in statistics and more militant.

Both the English and French delegates considered our Secretary Dyche a godsend. The American infused a new spirit into the debates and upset many of the notions, particularly those held by the Danish and Swiss delegates, in regard to their imaginary difficulties of organizing the Russian Jewish workers and the question of the abolition of the sweatshop. Eulogizing the scientific methods of the Germans, he declared that the trade unions, and particularly the American, have been the ideal standard-bearers of unionism. American methods and achievements are practically unknown on the continent of Europe. But here comes an American and gives them points that put their methods in the shade. Said one of the French delegates to his companion after one of Delegate Dyche's characteristic speeches, 'The Germans are getting nervous over this Yankee.' All their achievements are child's play compared to what the Americans have accomplished.'

Soon after the opening a discussion arose as to whether the delegate of the London Society of Tailors, a local organization, independent and somewhat antagonistic to the parent body, the Amalgamated Society of Tailors, should be admitted. T. A. Flynn, rep-
resenting the latter Union, objected to his ad-
mission on the ground that the congress would
thereby create a precedent, indirectly authoriz-
ing the formation and existence side by side of
two or more Unions in one trade. The
French, accustomed to separate Unions, were
inclined to be lenient, and moved that the
separatist delegate be seated without a vote.
Sabath (Germany), however, who condemned
every separatist movement, was supported by
the majority of the delegates, with the result
that Flynn's objection was sustained. A motion
that the International Secretary should inter-
vene with a view to adjusting the dispute,
only when requested to do so, was carried with
the dissenting vote of the French.

As already mentioned, one of the most im-
portant items on the agenda was the question
of how best to knit together the organizations
in the various countries. Hitherto the Tailors'
Federation was not in a position to enforce
uniform conditions governing the relations be-
tween the various Unions in regard to mem-
bers traveling from one country to another.

The German, Austrian and Swiss Unions
have entered into a reciprocity agreement which
provides for the payment of sick bene-
dues -as union men. This shows that in
emigrating abroad should be reminded of their
anxiety of some delegates as to the effect of
the influx of immigrant tailors to
Paris is far in excess of the demand. More-
over, they aggravate existing labor conditions
which is highly developed in the United States.

A private protest had been addressed to the
congress by a certain Greenberg, in the name
of the Galician Branch of the Socialist party
located somewhere in New York City,
against the high initiation fee charged by the
Cloak Makers' Union to poor immigrants.
While sending fraternal greetings to the con-
congress, this "comrade" went out of his way to
lend a hand in a roundabout and sly manner the
American delegate as a labor leader who is
posed to certain methods advocated by some
recent "socialists. Yet he requested the
congress to influence Delegate Dyehe in favor
of easier terms of admitting immigrants to
the Cloak Makers' Union. In view of the
fact that Secretary Dyehe has often mani-
Man to the high initiation fee
ruling in a few of the locals, "comrade" Green-
berg certainly had no need to resort to this
roundabout and slandering way of influencing
the American delegate. He could have got
better results at home.

As a way out of the difficulty, America pro-
posed the publication of a quarterly review in
English, German and French. England, France
and Holland favored the motion, while Ger-
many and Austria opposed it. International
Secretary Stuhmer pleaded insufficient funds,
while Sminka (Vienna) thought that interna-
tional relations would be cemented by the na-
tional secretaries sending annual reports and
keeping the central body informed of strikes
and similar economic movements, so that the
information could be imparted to the federated
Unions. Finally the following resolution was
adopted:

"The congress declares that it is the duty
of all the federated Unions to communicate
with the International Secretary immediately
any important movement is launched affecting
the tailors in any country, particularly on the
occurrence of strikes and lockouts"

The resolution further obligated every na-
tional secretary to submit a yearly report on
official report blank furnished by the central
body for the purpose. Such reports will be
printed in English, German and French and
fully distributed among the federated Unions.

In order to knit together the affiliated or-
izations, the official organ of the German
tailors was adopted as the organ of the central
body. A special column therein will be de-
oted to the doings of the organized tailors
everywhere.

These resolutions, however, did not end the
anxiety of some delegates as to the effect of
immigration of tailors felt by some coun-
tries in particular. Thus the French com-
plained that the influx of immigrant tailors to
Paris is far in excess of the demand. More-
over, they aggravate existing labor conditions
by their staying away from the Union. A
movement is being launched in Paris for call-
ing out strikes in the tailoring trade and it is
necessary, they said, that during those strikes
Paris should be isolated. Already the Ladies' Tailors' Union of Paris is composed of 85 per
cent. of immigrant workers and the Men's
Tailors' Union of 35 per cent. They there-
fore desired to be assured that steps would be taken by the central organization to warn tailors from coming to Paris during that time.

Denmark submitted a motion that measures be concerted against the Russo-Jewish tailors who work below the adopted rates and reduce the standard of living. Switzerland bitterly complained against the Russo-Jewish students who study in the day time and work at night. In both cases it is hard to organize these people.

Delegate Dyche turned the tables on these antisemitic delegates by pointing out that their methods are at fault rather than these workers. The Russian Jews, he said, are more responsive to the calls for organization and are better Union men than other workers hailing from Europe, provided one knows how to organize them. In New York nearly three-fourths of the membership consist of Russian Jews. They must learn to gain their confidence by choosing the right kind of organizer. He must be a practical man and one of their own race, who understands their temperament and their ways of life. One cannot gain their confidence by approaching them with a mind full of racial prejudice and cherishing antisemitic hatred against them.

This vigorous reply utterly disarmed the Danish and Swiss delegates. They could not get over this mode of reasoning and they did not press their motion. It is important to note that Dyche's remarks were fully borne out by Delegate Kunze of Berlin. It was certainly not impossible to organize the Russian Jews, he said. In the German Imperial city the majority of the race are organized.

The question of abolishing the sweat shop and home work was next proceeded with. Simka, the President of the Austrian Tailors' League and a member of the Reichsrath, in course of an eloquent speech, urged upon all the national organizations to work for a legal minimum wage. Only in this way could these evils be eliminated. The majority of the delegates, however, had no confidence in legislative projects. To their mind it is easier to remedy the matter by organization and vigorous economic action. In those countries where such laws are in force they have failed to improve labor conditions to any appreciable extent. Even Sabath and Stuhmer (Germany) were not enthusiastic about legislative expedients. In Germany, the law gives 50 per cent of the organized workers. It is better to bring the minimum wage through collective bargaining, insisted and enforced by law, which Delegate Dyche advised drastic action. Dealing with the evils of sweating and work. These evils were largely due in New York by means of the German Jews. He has little faith in legislative enactment. He still adheres to the old method. "The emancipation of the workers is through the workers themselves." The workers must organize and help themselves by their own efforts.

Apparently the idea is gaining ground in many European centers that self-reliant and effective organization and well-planned strike bring quicker results than protracted parliamentary and legislative processes. Where these methods have been used, and in no way by wise generalship and thorough preparation, more has been accomplished in one month by legislative efforts in many years, for where laws are enacted they are not always enforced, or are otherwise evaded by the employers. There is no fanaticism among organizers and legislation such as had once been expected by the anarchists, but simply and patiently with the long delays of possible legislation and their almost abortive results.

The question of organizing the Italian tailors, who chiefly immigrate into France and America, was discussed at some considerable length. and it has been decided to assign this work for the purpose of sending organizers to the principal cities in Italy, amongst the Israelite and acquainting them with the aims and objects of unionism.

It was agreed that the per capita shall be two-fifths of a cent instead of one cent, hitherto. It was also decided to register the cards of the immigrant tailors of all countries which are affiliated with the International Tailors' Federation.

The next congress will be held in Copenhagen.

In our next issue there will appear a more comprehensive report of the congress; also the results of the study of Secretary Dyche on European trade union conditions of the tailoring trade in European countries.
Result of Arbitration in Cloak Industry

By A. ROSENBERG

As already stated in this journal, the Unions of the cloak and skirt trade in New York had proposed amendments to the Protocol of 1910, including an advance in wages to the week workers; joint price committees of the inside and outside shops, to meet on the advent of each season for the purpose of fixing uniform piece-work prices for the same garments whether made by the firms or their contractors; a price commission of experts to determine piece prices in case price committees and employers cannot agree; an increase in the personnel of the Board of Arbitration; one or more of whom to be called in in the event of deadlock in the Board of Grievances, and a number of other important demands.

At first representatives of the Union and the Manufacturers' Association, respectively, conferred together in an effort to arrive at an understanding. The conferences lasted some four weeks. As the manufacturers refused to concede any of these demands, the entire matter was referred to the Board of Arbitration.

In course of last month the Arbitration Board sat for four days at the headquarters of the Bar Association. Having heard the statements of both parties, the Board came to the conclusion, hearing on the demand for a raise in wages, that having regard to the fact that neither the manufacturers nor the unions furnished statistical data as to the earnings of the week workers, no award can be made until such data is placed at its disposal and Dr. E. Weyl, one of the arbitrators was requested to make an exhaustive investigation. Upon completion of this work, the Board will meet again to pass on the question. Should the Board decide that the employees are entitled to an increase in wages, such increase will hold good from the day Dr. Weyl has been appointed to make the investigation (August 6th).

When the question of a joint price committee and of amendments to the Protocol are still pending.

We are confident that the Unions will get sufficient concessions, as a result of the arbitration, to smooth their relations with the manufacturers in all their future dealings with one another. The result might have been otherwise had the locals followed the advice of the International officers. At our International convention in June, 1912, a resolution was adopted providing for the establishment of a statistical bureau to collect data as to the average earnings of all the employees and other important figures, so as to give force and validity to the employees' claims for an advance in wages, should they decide to present such claims, and to enable them to prove their contentions that they cannot live decently on their present earnings. Soon after the convention, Secretary Dyche, Vice President Poldoff and myself went to Washington and requested Dr. Isaac Hourwich to undertake the creation and work of a statistical bureau. Dr. Hourwich then estimated that the annual cost of such a bureau would be approximately $1,200.00. Thereupon the General office, not being then financially very strong, intimated to the New York Joint Board its willingness to contribute $3,000 toward the cost of such a bureau and that its affiliated locals should defray the balance. The locals, however, puffed out of this suggestion. Local No. 9, the strongest local, tried to practice false economy by proposing to collect statistical data through some of its members. In a time the pay books of the finishers had been collected and the figures noted with the object of proving that they are earning a scanty living. This work proved costly, but it led to very meager results. Locals Nos. 1 (operators and cutters) refused point blank to commit themselves to spending money on what seemed to them a mere collection of statistics. Naturally we came to the Board of Arbitration with empty hands.

This year, when the Joint Board of New York engaged the services of Dr. Hourwich, many of us thought that his main work would be to install a bureau of statistics for which he is eminently competent. Instead of this, he was right on the first day assigned to duties that could have been carried out by an ordinary, intelligent employee, so that one of the most important matters—the long-planned statistical department—was neglected.
We hope that the Board of Arbitration will finally come to a decision favorable to our members. In the meantime, let this be known to our locals.

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**Peace Again in the Raincoat Trade**

**Full Text of Agreement**

MEMORANDUM OF AGREEMENT made this 19th day of August, 1913, between the WATERPROOF GARMENT MANUFACTURERS' ASSOCIATION, hereinafter called the “Manufacturers” and Locals Nos. 10, 20, 35 and 64 of the International Ladies' Garment Workers' Unions, hereinafter called the “Unions”:

1. The conditions of employment hereinafter set forth shall prevail during the continuance of this agreement in the shops of the members of the said Association and the shops of their contractors and shall be observed by the Unions.

2. Each member of the Manufacturers is to maintain a Union shop—a Union shop being understood to refer to a shop where Union standards as to working conditions, hours of labor and rate of wages as hereinafter stipulated prevail, and where in hiring help, Union men are preferred; it being recognized that since there are differences in the degrees of skill among those employed in the trade, employers shall have freedom of selection as between one Union man and another, and shall not be confined to any list or bound to follow any prescribed order whatever; it is further understood that all existing obligations of the employer to present employees shall be respected in continuing their employment. However, work shall be distributed equally among all workers as far as practicable. Nothing herein contained shall prevent a manufacturer from discharging employees on account of misconduct or bad workmanship.

The manufacturers declare their belief in the Union and that all who desire it should share in its burdens.

3. First-class cutters shall be paid a minimum wage of twenty-seven dollars per week; the price to be paid for piece work in each shop is to be agreed upon by a Committee of the employees of each shop and their employer. The Chairman of the Price Committee shall act as Shop Chairman and as the representative of the employees in their dealings with their employer.

The scale of weekly wages to be paid to pressers* and button-hole makers, however, shall be determined by the Mediation Committee, provided for by Paragraph 7, and the scale of wages of such pressers and button-hole makers as determined by the Mediation Committee shall come into existence and prevail after the first day of January next.

The Mediation Committee shall take up the matter within thirty days from date and render a decision no later than December 15th.

The price for cementers and operators (piece workers) shall be fixed so as to enable operators and cementers of average skill to earn seventy-five cents per hour of actual work.

Immediately after the settlement of prices, a price list shall be prepared in duplicate, one copy thereof retained by the Manufacturers and the other delivered to the Unions and wherever the price of any garment shall not have been agreed upon the style number of such garment shall be set forth in the price list.

In the event that no agreement can be reached by a Manufacturer and his shopmen as to the price for a particular style, price experts shall be appointed; one to represent the Manufacturer, one to represent the Unions, and if it becomes necessary, a third selected by the other two.

Piece workers shall not be required to work on the garments in dispute until the price thereof shall have been fixed, but the Manufacturer may send out such work to be done by another Union Manufacturer or Union contractor, providing he informs the Shop Chairman where the work is being sent.

4. Wages shall be paid weekly and in cash. The Manufacturers, however, may have a reasonable length of time after work is received in which to check off and examine it before paying therefor.

Each worker shall be supplied by the Manufacturer with the materials necessary for the completion of the work assigned to him.

We understand that the Mediation Committee to be guided by the pending award of the Board of Arbitration in the cloak industry as to the work of the week workers, including pressers. The manufacturers claim that raincoat pressing does not require as much skill as cloak pressing. This claim has, however, settled with ninety individual cases at $25 per week for pressers.—*Editor.
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In the event of the inability of the Manufacturer and of a representative of the Union to settle a dispute, either side may forthwith call a special meeting of the Mediation Committee. Should the Mediation Committee fail to reach an understanding within forty-eight hours, either side may call upon one of the following four men to act as umpire, to wit: Prof. Franklin H. Giddings, Prof. Edward T. Devine, Dr. Walter E. Weyl and Dr. Henry Moskowitz and the decision of the umpire shall be binding.

The Mediation Committee shall adopt such rules as may be necessary to carry out the spirit of this agreement.

8. During the pendency of any dispute between the Unions and the Association and between any member or members of the Unions and any Manufacturer, there shall be no strike or stoppage of work either by the Manufacturer or by the Union. Each side hereto pledges itself to discipline its respective members who may violate the terms of this agreement, and upon complaint of either side that any member of the other side is violating the terms of this agreement, the Unions and the Manufacturers are to immediately investigate such complaint; and wherever a complaint is sustained, agree not only to discipline the offending party, but to take such steps as will remedy the infractions complained of. A representative of the Union, together with a representative of the Association shall be given full opportunity to investigate a complaint filed either by an employee or an employer. The investigation shall be conducted in the factory in the presence of the employer.

9. A committee on Sanitary Conditions shall be appointed which shall consist of two representatives of each side and one or more representatives of the public. It shall be the duty of the Board to establish and maintain the highest standards of sanitary conditions throughout the industry and each side hereby pledges itself to cooperate with the other in exacting a strict observance of such sanitary conditions.

10. This agreement shall include New York shops and only such shops operated by the Manufacturers outside of New York, in which the employees of such out of town shops are now on strike.

New shops opened by Manufacturers, within a radius of forty miles of New York city are to be included in and come under the terms of this agreement.

11. This agreement shall be binding for a
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period of one year from the date hereof, and shall continue thereafter from year to year, unless notice in writing of an intention to terminate it shall be given by one party to the other before July 18th immediately preceding the termination of the year.

For the Waterproof Garment Manufacturers' Association:

M. LAZARUS, CHAS. HORWITZ,
Of the U. S. Raincoat Co.

For the Locals Nos. 10, 20, 33 and 
the International Ladies' Garment Workers' Union:

(Harry) Dreis
J. M. SIEK

Attorney for the Locals

Attorney for the Manufacturers'

Association:

M. SIEK

Victory Half Won in Philadelphia

By AMANDA GREGORY

On July 5th, the Philadelphia Cloak, Suit and Skirt Makers' Union presented its demands to the Philadelphia manufacturers.

Very few of the manufacturers took the trouble to notice these demands in any way whatever. But on July 10th a small group of men, representing five of the one hundred shops of the trade, condescended to hold a "strictly informal conference to inquire the meaning of the demands." President Rosenberg and Vice-President Amirud represented the Union at this meeting, and the manufacturers said they represented no one but themselves.

After the bosses had flatly refused some of the demands and discussed some of the others for a short time, one of the manufacturers rose and nonchalantly said he "must be going," as he expected to leave town shortly (for his summer home, probably). He thought he would be back "by the following Tuesday"—five days later.

Presently another manufacturer also left—and another. All of them were told as they so gaily departed that the Union would expect to hear further from them "not later than Saturday."

Evidently they were through with "informal" conferences, for no further word had been received from them by the Union officials by Saturday night, the twelfth of July.

On July 13th these same gentlemen returned from their vacation jaunts to perfectly empty shops. The cloak shops of the city had been swept clean of the workers, who had decided it was their turn for vacations.

By way of "whistling to keep up their courage," the astonished bosses were interviewed by the newspapers, singly and in pairs, and all kept cheerfully predicting, in large headlines, that their "entire force" would be back at work by such and such date, and that, after three of these dates had come and gone with their "entire force" still going strong, much-needed rest, "publicity" of their change was abandoned and their newspaper notices began to take on the form of long, slow, explanations and attempts at justification of their own unjustifiable conduct.

Within two weeks about half of the affected had signed up and 1,500 people were back at work in Union shops, and the other 50 men who had so casually broken up the conference of July 10th had given their eye teeth to be back, if they could. If the wheel of time back to July 10th, if the council table, making amicable agreements with the Union. But their chance had slipped away.

For it seems that meanwhile these same boss "bluffers" had themselves been Harold Cleveland soothsayers. Mr. Morris Blas and his faithful hound, Frankel, had convinced the Philadelphia bosses to build a "thousand-dollar trust" by forming a close manufacturer's association, putting up heavy money bonds forfeited in case any of them had broken the love-linked chain gang. As the now sadder and wiser manufacturers saw their rivals' wheels busily turning and their own machines turning only rust, they had second thoughts. As they looked longingly upon the thousands of dollars forfeit if they did not...
A.. :c feather, their dilemma was like Shy
k's. "My daughter, my ducat-,"
so the light went cm. In the seclusion
their own lonely shops each of the -truck
would boldly plan to go to the very
next meeting of the association and swing the
leaves in favor of a conference with the strikers.
but once in the magic presence of their
responsible adviser from the West and his
hypnotized assistant wizard, Mr. Bernstein, their
marginal oozes and they would shirk away back
to their silent shops without ever having
peeped' at the steam-roller meeting. They
have been intimidated by talk of the control
"credit," and by dark hints regarding edu­
cating the buyers to boycott the signcd-up
"ins But they grew increasingly unhappy,
and bits of their distressed conversation to con­

Bedhedral friends floated to the ears of the
Union. All attempts to cut work done outside
proved impossible or entirely unsatisfactory.
All deep-laid schemes are frustrated by their
"grateful" foster children who have now
been adopted by the Union to the number of
5,000, the exact number required to fill the
shops of Philadelphia.

Imagine the consternation in the heavy hearts
of these latter-day Shylocks when, to their
other troubles, were added the arrival in town
on August 18th of Mr. John Price Jackson,
Labor Commissioner for the State of Pennsyl­
vania, who proceeded with thirteen inspectors
to take up an investigation of the sanitary con­
dition of the sweatshops and tenements where
cloaks and suits are made.

The Walk-Out at St. Louis
Four Union Men Stabbed by Italians
By ORGANIZER I. S. FEIT

St. Louis, August 9th.
A murderous attack has been perpetrated
here last evening by Italian non-unionists, who
have been apparently instigated thereto by one
of the employers, Kurlander by name. The
victims are Sam Caplan, aged 38; Sam Scher,
32; Joseph Blaustein, 32, and Sam Milnes, 29.
Brothers Sam Caplan and Sam Milnes have
been taken to the hospital in a serious condi­tion.
The incident is only another illustration of the fact that some employers will resort to
very foul means and will stop at nothing, not
even murder, to keep their employees in sub­
jection in order to swell their profits.

As our members are aware, a movement
has been started in this city about two months
ago to reorganize the cloak and skirt makers
and present demands to the employers. As
usual, we have called all the employees to
shop meetings, which were very successful.
The employers have sought to hinder our
movement by every possible means. They tried
"persuade the workers by all manner of tales
of misstatements. They made all sorts of
self-told promises. They even resorted to
"ruption. Where these expedients had no
effect, they had recourse to threats of dis­
and blacklist. But all these tricks were
in avail until they began to feel that the
thing they could do is to settle with the

Union by meeting the employees' demands, as
far as their offers would prove acceptable.
"Kurlander tried to persuade his "hands" that
there would be no strike in his establishment
for the reason that a few operators and Italian
non-union people had entered into individual agreements. When last Wednesday
he had received a copy of the demands which
the Union had sent to all the employers, he
became furious and wanted to compel his
employees to sign a promise that should the
strike be called they would remain at work.
A few weaklings complied in fear. The ma­jority,
however, refused to do his bidding.

Failing in this attempt, he tried another ex­pedient. He hired a hall and ordered a shop
meeting of his employees for Thursday even­
ing, August 8. His intention was to talk over
the Union employees into deserting the cause.
He, however, fully expected that the active
Union people would put every obstacle in his
way and therefore he determined to resort to
violence even before the calling of the strike.
We set his own nay Italian employees against
the Union men, promising them his protection,
and instructed them to do their worst should
they meet with any obstruction or interference.

When the day's work was over, Union men
on their way home noticed Kurlander's em­ployees standing outside the shop, undecided,
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whether they should or should not attend the shop meeting at their employer's bidding. Naturally they approached and advised them to be steadfast and true to the cause.

Immediately the Italians pounced upon them with knives, stabbing indiscriminately, with the result as already mentioned. The Italians, S. Degastino, John Dafato and John Sito, were arrested almost in the act, with the bloodstained knives in their possession and put under $50,000 bail, which was furnished by Kurlander. No knives or weapons of any kind had been found on any of the stabbed men.

The next morning when the workpeople came to the shop of Kurlander Bros., they found the Italians there in consultation with the boss. Naturally they raised a big protest against their presence in the shop and demanded that they be ordered down. The employer refused to accede to this demand and the employees rightly walked out and marched to Union headquarters determined not to return until Kurlander will settle with the Union and send away the Italian assailants.

The incident has called forth tremendous excitement among the numerous friends of and sympathisers with the stabbed Union men. Sam Caplan in particular is one of six brothers belonging to a family regarded with deference in St. Louis.

This murderous onslaught, given the employers and the credit. They have organized, and after one of their meetings, a statement that they were partial concessions to avoid a season has already begun and will cripple the season's output.

The result of the referendum by the Union, as to whether it should be called, has resulted in voting in favor. The employers perplexed. Yet it will be their strike takes place. We have ample time and opportunity to come out a strike. The murderers in the part of the Kurlander firm shall have to give them this because to a sense of proportion.

Tuesday, Aug. 12 (by wire)

was called this morning. All Union and non-union, walked out standing firm until final victory. Agreements and organization in a bold

(A few days later the ladies' went out on strike in accordance

arranged plan.—EDITOR.)

Union Shop, Discrimination and Discharge

Points and Observations

By MAX H. DANISH

Really I am not so very, very fond of the general term "Protocol" in discussing conditions prevailing in the "pacified" trades under the Preferential shop arrangement. It is absolutely too hazy and indefinite, and, as a historic designation, lacks directness as the arrangements to which this term generally applies differ materially in their make-up. To my mind the Preferential Union Shop, apart from all other accessories and trimmings, is the central point, the very bone of contention between two belligerent parties—beyond doubt a new and a very interesting phase in the annals of labor.

I speak of the Housedress and Knit. It became a member of the Preferential Shop scarcely six months ago, has lived through a busy working season under it and is resting in a temporary lull, normal trade. The provisions in its agreement in the main features typical of the hat and dress agreement and the part of its manufacturers' association is markedly different from their brethren or other associations, except as regards
individual strength. On the other hand, the membership of the Union, though scattered throughout the greater city like the trade itself, have gone through the training of a five weeks' strike and was therefore strategically just as good as that of any other local Union to make the best of the results of the big fight. In other words, there was nothing particularly exceptional in the position of both sides after the strike was concluded and the contested issues were approached and handled without any sidestepping and evasiveness on the part of the Union.

The minutes of the Grievance Board would naturally serve as a sort of a register of the strides which the Union has made in its daily contact with the firms or the contractors for the firms of the association. Every point lost or scored would mean to either side the establishing of precedents by which the labor end of the trade should be regulated.

First of all, the half Union and half non-Union shops. I refer to those members of the association whose shops had either no Union girls at all or had a mixed contingent. It was a situation very much like the one in the waist trade. It required eventual treatment and adjustment, and under the Preferential shop clause a certain amount of good faith on the part of the employers should have brought a complete unionization of their plants. The matter naturally came up before the Board and after considerable dilly-dallying, was postponed for action until a more opportune time, when slack conditions in the trade would stimulate the courage of these manufacturers in their dealings with their non-Union help. Meanwhile, we have been relying upon the sincerity of the employers in remaining true to their obligations under the Preferential shop and that they would comply with the circular letter which was sent out to them to that effect.

Have they used their efforts in that direction?

Much to our disappointment, emphatically so. Some manufacturers, whose conception of good faith was not totally obscured by extraneous reasons have done a little here and there to assist the Union. But the majority those who needed either a total or a partial unionization of their shops have remained irresponsible and continued to cause all sorts of trouble by sheer subterfuge. Apparently some regard their yearly dues to the Association as a clean bill of health or as an immunity from the “annoyances” of the Union. What a peculiar attitude and inability to read the sign on the wall! Much sooner than they probably expect this question will come up in all its sharpness before the Association and these employers will be given to understand that whatever privileges the Preferential shop may give them, it does not exempt them from the complete Union shop. And the manufacturer who cannot wean himself away from the old idea of “non-interference” with his affairs will probably soon find himself outside the association ready to be taken care of by the Union as a free lance employer of labor.

The same is true of the batch of cases of discharged members of the Union whose activities were well known to the girls in the shops and the organization. Such omissions and commissions and the attempt of several employers to “run away” from the Union into the “safe” zone of Jersey and the up-State counties, merely tends to aggravate the conviction among the members of the Union that a goodly number of the manufacturers are in the game only to “beat” the organization and weaken it.

These may be harsh words. But then, while peace has been the very keynote of our Preferential agreement, any man or woman, employer or employee, who is intelligent enough to understand its nature at all will scarcely deny that it is “armed peace” and that only as such is it entitled to a place among labor covenants. As an agency for peace, it loses every vitality its terms in letter and spirit are not carried out or are being violated.

Good faith is the very life blood of this truce in the kimono and house-dress trade. The fact that the Union has prospered and was never before so fit to deal with the problems of the trade as today, is due to a great extent to the fact that our membership, by dint of loyalty and obedience to the Union compelled adherence to the new conditions on the part of the majority of the employers. But there are a number of cases to be healed and they will never be healed by half measures. Palliatives will not do. Of course, patience and a certain degree of tolerance must be used on all occasions, but these valuable ingredients need not be used to a breaking point. The shops must be fully unionized. The Union cannot endure “half slave and half free.”
Editorial

Labor Day 1910-1913

Labor Day brings back to our recollection the magnificent victory won by our locals in the cloak and skirt trade of New York three years ago. It was a victory which made a clean sweep of the sub-contractors. It abolished home work and thereby removed to a large extent the danger of disease to the consuming public. It provided more leisure for the father and a pleasanter home-life for the mother and children. It increased immensely the sanitation of the shops and factories by the creation of that highly useful and now practically indispensable body, the Joint Board of Sanitary Control. It improved the conditions and brightened the lives of some 50,000 employees directly and of perhaps twice that number indirectly, for it set the pace to ladies’ garment workers and to numerous workers in many other industries throughout this wide continent. It planted the union standard in this huge city by well planned effort, concentration of strength and resources and tremendous sacrifices. And it brought peace to a vast industry which for years had been racked and torn by seasonal strife with all the resulting hatred and ill will that certainly retarded its development.

Progress in Other Directions

It is hardly necessary for us to dwell at any great length on the victories in the waist and dress industries, the successful termination of the white goods wrapper and kimono and children’s dress-makers’ strikes, the successful struggles of the cloak makers, waist makers and ladies’ tailors in Boston or the fact that...
in each case labor conditions have been improved and the workers strongly organized. All these facts are still fresh in our minds. Our International Union has thus increased its membership by at least one third. The work entailed in the accomplishment of these splendid results has not been smooth and plain sailing. It has meant a colossal expenditure of energy and many sleepless nights for general and local leaders. But it has been so encouraging and inspiring as to nerve us for future struggles. It has proved that given wise and practical leadership no obstacles in the way are insuperable.

Our Present Struggles

Labor Day, 1913, finds us in the throes of keen struggles along a wide range of territory—New York, Philadelphia, Baltimore, St. Louis and San Francisco. The future historian will have to enter 1913 as a year of intense restlessness in the clothing industries. At no time in the history of our International Union has our General Executive Board been confronted with so many petitions and requests for endorsing strikes. The dominant note of the entire proceedings of the last G. E. B. meeting at Cincinnati has been the question of presenting demands for better labor conditions in the present fall season. Our methods of organization may be characterized in the words of the well-known British ditty: "We don't want to fight, but if we do, in heaven we have the men and the money too!"

Accustomed to these methods, our leaders half expected the employers to recognize that their interests lay in meeting them most of the way in adjusting grievances. In some places this has been the case. Thus in Cincinnati the demands of the cloak cutters have been conceded without a fight. In Baltimore the battle has been short and decisive. The strike there was conducted by Vice-President D. Cohen, manager of the Cloak Makers' Union, Local No. 4, and has been settled satisfactorily.

The Result of Arbitration in the N. Y. Cloak Trade

It would be incorrect to say that a struggle has been averted in the cloak trade in New York, for apart from stray sentiments, unfounded rumors and unauthorized statements in utterly irresponsible quarters, there has been no intention to enter upon a struggle. That the Protocol has of late not been working smoothly, that the deadlocks in the Grievance Board have engendered dissatisfaction, that as an instrument of permanent peace it is still far from perfect cannot be denied even by the manufacturers. But then the parties intimately acquainted with its workings knew all the time that the Protocol is not a rigid document and that its elasticity is precisely its saving grace. Hence it was only necessary that both parties should evince the right spirit in administering justice under its provisions. It is only in this way that the complicated problems coming to the surface from time to time can be solved with a modicum of friction.

Of course it was not to be expected that the Manufacturers' Association would willingly and without question grant the Union's proposed amendments to the Protocol, particularly that referring to an increase in wages. Yet the arguments of the Union representatives were irresistible. The contention that after three years the week workers are entitled to more pay, even if there had been no increase in the cost of living, could not be overthrown. True, our people had failed to prepare statistical evidence as to their earnings. But this is an omission that can be corrected. In referring this matter of evidence to one of themselves, Dr. E. Weyl, for investigation, the
Board of Arbitration took the only step consistent with logic.

Chairman Louis D. Brandeis put this question in a nutshell, when he said:

"The Protocol should be considered as having failed of its main purpose, unless covering a long period of time, it was found that the condition of the workers has grown and may in the future grow progressively better and broader."

Upon the completion of Dr. Weyl's investigation the Board will meet again and on awarding an increase of wages, its decision will be retroactive as of the date of August 6th.

Victory of the Raincoat Makers

On August 13th the Joint Board of the Cloak and Skirt Makers' Unions called out some 5,000 of its members working for the sub-manufacturers, who supply the manufacturers with the finished article, but in whose shops work prices and labor conditions are below the level of the protocolized Union shops. The purpose of the strike is to equalize conditions and bring these irresponsible and shifty employers under the watchful eye of the Union.

It is difficult to see how the problem of the sub-manufacturers could have been otherwise dealt with than by a complete tieup of all their shops. The sub-manufacturer has been a thorn in the side of the employees of the protocolized shops for a long time. It is precisely his shifty and irresponsible character that makes him so dangerous. As a rule he has no name in the industry. He certainly requires little capital and one is not sure whether having finished an order he will be located in his usual place and under his former name. His unguaranteed and unvouched for existence is a double menace to the workers. He follows no shop rules and the work prices and labor conditions are indefinite and unsettled. No other means could bring him to reason than the strike. That is why there are clear indications that the struggle will be over and a victory will before this reaches our members.

Victory of the Raincoat Makers

The settlement of the raincoat makers' strike is the second victory scored by the I. L. G. W. U. this season. The Baltimore cloak makers were the first, the raincoat makers of New York second, and the cloak strike against the sub-manufacturers will be third. We shall thus be able all the better to concentrate our energies at Philadelphia and St. Louis.

The strike of the raincoat makers has lasted five weeks, but was hopeful from the start. And the victory is well deserved. For three years our Local No. 20, which came into existence as a result of the great cloak strike of 1910, has made repeated attacks on the non-union forces that were strongly entrenched in the trade. Each time it gained fresh ground. Now this victory means the complete unionization of the trade: it assures the workers a minimum wage, it establishes the forty-eight hour week and it secures all the advantages of collective bargaining, the adjustment of disputes through a Mediation Committee, plus the improvements now asked for by the Cloak and Skirt Makers' Union, so that in the event of a deadlock between the two parties, "either side may call upon one of the following four men act as umpire, to wit: Prof. Franklin H. Giddings, Prof. Edward T. Devine, Dr. Walter E. Weyl and Dr. Henry Moskowitz. We congratulate the officers and members of Local No. 20 upon the result. D. Shapiro, formerly an active Union man, was instrumental in bringing the parties to a conference; Mr. London, our legal adviser, conducted the case for the Union, and he was forced by President A. Rosenberg.
Speedy Victory of the Baltimore Cloak Makers

The speedy victory of the Baltimore cloak makers is all the more remarkable because four years ago our members had lost a strike in that city. Court injunctions had caused them much inconvenience and one or two of them had been sentenced to jail for contempt of court. Adversity, however, did not discourage them and they have bravely maintained the Union with a membership of two hundred and fifty ever since.

About a year ago, after the injunction had been removed, our people at Baltimore rapidly began to recover lost ground. A vigorous organizing campaign gave them control over a number of shops and increased their membership to four hundred and fifty. It was then that the Union employers themselves rightly urged the necessity of unionizing the other shops. This gave the officers no alternative but to prepare for a struggle. The usual procedure of holding meetings, conducting discussions and balloting the question among the members was successfully followed and demands for improved conditions made on the manufacturers.

But the manufacturers were not quick enough to grasp the situation and waited until a determined strike forced them to see the justice of the workers' demands. As soon as the strike was declared, fourteen out of the forty manufacturers forthwith applied for settlement. An attempt was made by a hastily organized association of employers to confer with the Union and one session was held without definite results. Before the second session had time to come together all the association members had sent in applications for settlement. In a few days all the shops had signed agreements with the Union.

The strike lasted two weeks and the strikers won (1) a fifty-hour week; (2) operators and finishers to start working on the piece work system on and from January, 1914; (3) cutters' wages shall be $22 a week instead of $12 or $15; (4) until January, 1914, all week workers will meanwhile get a raise of ten per cent. in their wages; (5) inside contracting is abolished, all employees shall be employed directly by the firm; (6) sample makers shall work by the week at weekly salaries of $22; (7) free legal holidays for which the week workers shall be paid. And the Union has a membership of more than nine hundred and is in absolute control of the workers in the cloak and skirt trade.

Philadelphia and St. Louis

In both these cities, although they are far removed from each other, a determined struggle is in progress which must finally end in victory for the employees.

In Philadelphia the ranks of the employers have been broken by a large number of settlements with the Union. The others are stubbornly trying to hold out, hoping against hope that something may happen to make the workers return on the old conditions. This is the only cold comfort that the misguided Philadelphia cloak manufacturers take in the situation.

Yet the situation is absolutely against them. For the workers will not return unless their demands are granted. And the employers can not get other workers to replace them; their efforts in this direction are very costly and the results extremely disappointing.

Some of them centre their hopes in spreading rumors of violence which they
attribute to the strikers, but after the Lubin revelations in which the Cleveland manufacturers were shown to have directed, inspired and paid for the violence committed in the strike of 1911, no one will believe the well-paid fabrications in the press devoted to the manufacturers' interests. Another unfounded rumor is the fiction that the strikers are short of funds. A prompt denial was furnished by the donations of $35,000 given by the Joint Board of New York in the middle of last month. There will be plenty more forthcoming if need be. The busy season is now commencing everywhere and our members at work have the faith and enthusiasm to prove an inexhaustible source of money supplies.

In St. Louis the struggle has been precipitated by dastardly acts which, to all appearances, have been instigated by one of the manufacturers. In another column, Vice-President Israel S. Feit gives precise details of the violence committed on practically innocent Union men by Italians who are in his pay and under his protection. In St. Louis, the same as in other places, the Cloak and Skirt Makers' Union, Local No. 78, presented demands for better conditions in the usual way and tried hard to arrive at a settlement without a strike. The Union was only partly organized and it was somewhat doubtful whether the majority of the non-union employees would respond to the call. But the wanton violence inspired by the Kurlander firm removed every doubt in the minds of the employees that a general strike was absolutely necessary to bring them relief from industrial oppression with the result that the shops were vacated by all employees, Union and non-union alike, with enthusiasm. The employers must therefore grant their demands or lose their season and their trade.

* * *

August Bebel

August Bebel, socialist, honest politician, orator and leader of men, died in Switzerland during the month at the age of 73. If he had done nothing else than spend his life-time in the cause of the working people of Germany he would have deserved this modest tribute in our columns. But he was an international figure in labor politics, consistently uncompromising to the last, yet no fanatic in the sense in which some socialists antagonize the trade union movement. The writer of this note, having been a delegate to the Socialist and Trade Union Congress of 1896 in London, had the honor of meeting Bebel, Liebknecht and other international labor celebrities at an "at home" given by Mrs. Marx Aveling in honor of the eight hundred delegates to the congress. At the request of several trade union delegates both Bebel and Liebknecht gave their views of the relative missions of Socialism and Trade Unionism. They were full of admiration for the great English Unions, their solid organizations, their enormous funds, their historic mission and their achievements. From this we may infer that Bebel and his colleagues in the German Social Democratic Party were distinctly helpful to the development of the trade unions in Germany. Our movement, nay, the world, is the poorer for the loss of such men as Bebel. If we had a few of them in this country perhaps there would be no internecine strife between socialists and trade unionists.

The next Quarterly Meeting of the General Executive Board will be held at the Euclid Hotel, Cleveland, Ohio, commencing Monday, September 22, 1913.
LADIES' GARMENT WORKER

Our Women Workers

Conducted by Pauline M. Newman

Fling out your banners! Its fiery front uncurl.
Come, gather ye, gather ye, Champions of
Right!
And roll round the world, with voice of God's
thunder;
The wrongs we've to reckon, oppression to
a snipe!

—GERARD MASSEY

LABOR DAY

On this day men and women of the working
class parade through the streets of every indus-
trial city to demonstrate their common inter-
ests and solidarity. They march with head-
 erect and with pride in their hearts. And
proud they may be. For, as they march, they
see about and around them things which they
have created. Everything was made by their
own toil. They have paved the streets, they
have built the houses, they have woven the
cloth, they have made the garments; in short,
they have created all the wealth and riches
which others enjoy.

On this day Labor shows that it is a power
to be reckoned with and the greatest factor in
society. It is well for Labor to stop and
think on this day of itself and of the power
it possesses.

On this day Labor points the lesson that its
power makes this old world of ours go round.
Without the creative forces of Labor the world
would indeed come to an end. And it is this
power and this creative faculty on the part
of Labor that kings and emperors, parasites
and rulers have always feared. They have
reason to fear it now more than ever. For
Labor is at last awakening to the realization
of its own worth and is beginning to learn
how to utilize that power for the benefit of
itself and its class.

Men and women of the organized labor
movement of all nations are joining hands,
they are uniting their forces and are marching
toward their common emancipation.

In the past year the International Ladies'
Garment Workers' Union alone has been suc-
sessful in organizing between thirty-five and
fifty thousand workers, of whom probably
eighty per cent. are women. These workers
enjoy now a shorter work day and higher
wages and above all else, they enjoy the
benefits of an organization which is destined to
win for its members better and better condi-
tions as time goes on, in reducing the hours
of labor and increasing wages.

At the last Labor Day parade the locals of
the International made a fine showing. Its
contingent this year should be even more im-
powering, inasmuch as the membership has
largely increased.

Our women members have made a splendid
showing in the last May-Day parade, and it is
to be hoped that all of them will also par-
ticipate in this Labor-Day parade.

Should, however, your local not take part
in the parade, you are cordially invited to
parade with the Women's Trade Union League.
The League will welcome any local or indi-
vidual who wishes to parade under its banner.

I would advise the women members of our
locals to wear white while parading. It looks
nice and holiday-like. Get a white hat, too.
Don't be late. Come in time. Show your or-
ganized power and let your masters take notice
of it.
The Wrapper and Kimono Workers' Union, Local No. 41

The Wrapper and Kimono Workers' Union is alive and active in spite of the fact that the season is over and that most of its members are out of work.

It is at this time when the members are not in the factories, when there is hardly any work, when the weather man is somewhat in the way of meetings being a success that a Union is confronted with the difficult task of holding the members together and get them to take an interest in the work of the organization. Yet it seems that the above Union, in the short time of its existence, has already acquired the knowledge of winning the attention of its members. With loyal workers and efficient officers the Union is bound to have the entire trade under its control within a short time.

The most encouraging and hopeful sign that the Union is growing is the fact that the foreign elements are beginning to realize the importance of joining the organization. Even the American girls are slowly but surely coming into the Union.

In Middletown, Long Island, for instance, the Union has under its control one shop, the only shop in the town. Most of the workers there are American girls and all of them belong to the Union. These girls are interested in the work of the Union, they hold meetings, and discuss the problems confronting them. They are delighted to be within the ranks and are learning to know their common interest and appreciate the benefits of working class solidarity.

The Americans prove fine members once they get to realize the necessity of joining hands with their fellow-workers. Let us hope that they will yet render great service to their own Union in particular and to the movement in general by helping to organize those of their sisters who are still of the opinion that to belong to a Union is a man's job and that a woman ought not to bother with such things. It rests with you American girls to show them their error. Go out and preach the gospel of Unionism to them, a gospel as noble and as true as that of Christ's.

Misses and Children's Dress Makers' Union, Local No. 50

The month of July was important for the Misses and Children's Dress Makers' Union and of great interest to its members. It was during the month of July that the Grievance Committee, together with a committee from the manufacturers, met to consider the question of the contractors' refusal to live up to the written word of the agreement. The result was that the contractors, i.e., the manufacturers, adhered to the written word, while the small shops, i.e., the contractors, did not.

This question is now before the Grievance Committee, and, according to Saul Elstein, manager of the Union, there is no doubt that the Grievance Committee, together with a committee from the manufacturers, will force the contractors to live up to the agreement. If, however, the contractors will not give in, the union is in a position to take up the fight and order the people to stop work. If the contractors need another lesson to teach them respect for their fellow-workers, the Union will gladly perform the duty. We hope, though, that the contractors will not be so foolish.

In the meantime it is necessary for every member to know what is going on within, and for this purpose the Union held a mass meeting at Cooper Union on Friday, August 8. In spite of the heat, the members turned up in great numbers. The presence of many American girls from Stern's shop was a pleasing addition to the success of the meeting. Of course, we know that their presence was due to the untiring efforts of the shop chairlady. Would that the rest of the girls employed in Stern's shop could think and feel as their chairlady does on the subject of Unionism, there would then be no hardship in getting them interested in the work of the organization for their own welfare.

Vice-President S. Polakoff delivered a stirring address which was received with great enthusiasm. S. Elstein dwelt on the necessity for the members to know the jns and outs of the agreement so as to be able to meet the arguments of the employers relating to their work. The writer of this addressed herself to the American girls from Stern's shop and showed them how foolish it is to believe that because they are Americans they don't need an organization to help and protect their interests. Brother Leftković opened the meeting with an appeal to the members to stick together and benefit by their solidarity. Brother Bonzowany addressed the meeting in Italian.

Last month the Union re-elected most of the former officers, including Saul Elstein as manager.

Members of the Children's Dress Makers' Union, it is up to you to make this Union of yours a tremendous success! Use your power...
THE LADIES' GARMENT WORKER

Wake the indifferent ones. Get busy, for it is all for your good.

White Goods Workers' Union, Local No. 62

The White Goods Workers' Union will soon be confronted with a new problem which will require the constant and earnest attention of the members and officers. Some employers expect to move their factories out of New York for obvious reasons. But the Union will be prepared for this task. The Union is strong enough to spread its influence to Newark, or anywhere else, for that matter. When will our esteemed employers ever realize that a union is not for one city or for one town, but wherever workers are there must, sooner or later, be a union? If New York girls benefit by having a union of their own, why should not the girls of Newark learn this important lesson? Do the employers think that Newark is too far away for an organizer to reach there? However, it is not for the employers to answer this, but for the Union to be alert, to watch and to act.

Nomination of officers took place last month and the following have been nominated. For manager, Rose Schneideman, S. Shore and H. Lang; for secretary, Molly Lipshttz and Anna Last. About forty members were nominated for the Executive Board. (We understand that Rose Schneideman has since withdrawn her nomination—Editor.)

It is to be hoped that all members of the Union will do their sacred duty—attend the meetings and cast their votes. It is of the utmost importance that the members, before voting, think and analyze the qualities of the various candidates—especially so in the case of the Executive Board. Vote right and choose well.

"We also have our dreams, but it lies in the distant future. We dream that women shall eat from the tree of knowledge together with man; and side by side and hand close to hand, through ages of much toil and labor, they shall together raise about them an Eden nobler than any the Chaldean dreamed of: an Eden created by their labor and made beautiful by their own fellowship. We see a new earth, and therein dwells love—love of comrades and co-workers.—OLIVE SCHREINER, in "Woman and Labor."

REGINA'S DISAPPOINTMENT

(A Story)

By BERTHA LEVY
Member of Local No. 62

Regina was just fourteen when she graduated from school. To her schoolmates and teacher she was known as one who loved her books and had a great desire to study.

On the day of her graduation the teacher came and kissed Regina and said that she hoped to see her continue her schooling. Regina, too, was anxious to study and did not think of any difficulty in her way. But something happened in the meantime, something that prevented Regina from continuing her studies.

Her father lost his job. He did not know when he was going to get another. It is hard in these days to get jobs—once you lose them. And so father and mother decided that inasmuch as Regina is the oldest, and the other children are too young to go to work, that she, Regina, should find a job and help the family out of their difficulties.

Regina, upon hearing the sad decision, did not say anything, but deep in her heart she felt that she was robbed of something precious, of something that she loved dearly—her school and her books.

She went to work. She entered one of the New York factories and began her new life. While at the machine Regina was dreaming of her past days, days which were dear to her. At times the foreman of the factory would stop near her machine and tell her that she must learn to do her work quicker and that the factory was not a place to dream.

When the winter came Regina decided to go to night school. That was the only thing left her. She did for a time, but this, too, could not last very long as her mother required her help in the house.

With an aching heart she gave up her dreams of study. She became irritable in the house. Neither her mother nor any other of the family understood the cause of it. How could they understand her? Was she then the only one who was being deprived of the opportunity to learn? Was she the only one who, through so young, yet was already disappointed in life?

And although Regina does not speak to any one about her disappointment, yet, we who work with her—together know that she is still
yearning for books and school. Some day, perhaps, she will know and understand the whys and the wherefores of her disappointment.

Kalamazoo Corset Company Affected by Union Agitation

Right must, sooner or later, defeat wrong. Wrong can delay right, but only for a time. The girls employed in the Kalamazoo corset factory have tried hard to convince their employers that the wages they had been getting for their work were not enough to live on. They were trying hard to convince their employers that they had a right to organize and that they are entitled to a shorter work day and sanitary conditions. But the company remained firm and refused to grant those demands. The girls went out and enlisted the aid and sympathy of the ranks of labor and the public at large. And they have succeeded. The fight against the company is almost won, if not in the way of getting the company to pay higher wages, then in putting them out of business.

News reached us this week that the company is on the verge of bankruptcy. It does not deserve anything better. A firm that employees a starvation wage has no right to exist and the sooner it is wiped out of business world the better for all concerned.

Sister Eva La Porte writes:

"We are surely pleased with the treatment we get from the factory. They have been getting work and the 'loyal' and 'faithful' are being discharged without a moment's notice. This is true, as we have facts to confirm the above statement.

"When the scabs are complaining they get the following answer: 'Why did you go on strike? Things would have been different now.' When the forelady and designer at the Madam Grace department was told she was no more work for her and girl she asked for an explanation; she was told that old Hatfield himself that they have to go down expenses.'

Miss La Porte goes on to say that the girls have the girls out on the road and that they are doing good work. The labor in the city everywhere is helping them and there is no doubt, as we have often stated, that the end of the company is at hand. Every fair-minded person will say "Good riddance!"

From Far and Near

Secretary Dyche Back from Europe

Our General Secretary Treasurer, John A. Dyche, arrived on the S. S. Kaiser Wilhelm II on Tuesday, Aug. 19th, from a tour in Europe. It had been tacitly understood in our official circles that upon his return from the International Tailors' Congress in Vienna, Brother Dyche would take a much-deserved rest from his arduous labors devoted on him in course of this year. But it was evidently hard for him to break with long acquired habits and reasons like a Yankee citizen and personifies the type of a militant trade unionist. Here is the statement in the original:

"C'est un grand type d'homme, immense, à la figure résolue et rassurante; il convient à un Américain, bien qu'il soit d'origine russe. Mais, depuis 28 années qu'il respire l'air des Etats-Unis, il s'est fait une mentalité complète d'Américain; il sent et il raisonne comme un pur citoyen yankee. Il est personifie le type du militant unioniste, strictement corporatif, vigoureux dans la lutte quotidienne.

Good Prospects in Cleveland

A correspondent writes:

A change for the better has been noticed in Cleveland for some time. A solid foundation is being laid for a strong Union
result of the Lubin ease has made a markedly favorable impression on the workers in the trade. The more intelligent element is again gaining ground. The employees are inspired with greater courage. Non-attendance at meetings for fear of persecution is getting less conspicuous. This can be seen from the fact that although we have now no organizer to collect dues, yet the receipts at meetings are steadily increasing despite the prevalent unemployment. All this encourages us to hope that sooner or later our organizing efforts will be crowned with success.

We had quite a lively time recently. The manufacturers had a style show and have announced in what they expect the bombshell in the form of "Information to Buyers" issued in leaflet form by the Cloak Makers' Union and distributed among the buyers in thousands of copies. The leaflet gives very precise details of the oppressive labor conditions under which cloaks and suits are now produced in Cleveland. "The garments shown you during this style show," says the leaflet, "are made by skilled men tailors and good mechanics, not under the section system, but the garments that will be shipped you as stock in filling the orders that you may give these manufacturers will be inferior garments made by underpaid, unskilled girl and women workers at starvation wages. * * * Do you think the consuming public wants to or will buy 'Cleveland ladies' garments' when they know the truth about the conditions under which they are made?"

The leaflet was distributed everywhere—at the style show, at the theatre and even at the banquet. The manufacturers were certainly ill at ease at this unexpected revelation sprung upon the buyers on this occasion.

Doings in Canada

I. Wolinsky, organizer of our Toronto Locals, writes:

On August 30th and 31st a conference of the Toronto and Montreal Locals in the cloak trade will be held in Toronto to deal with many sore problems and find means to improve our trade. The following points are set down for discussion:

1. To collect statistics on the condition of the cloak trade in Canada, work prices and labor conditions of the various branches.

2. How to develop the activity of our locals and render possible a closer bond between Toronto and Montreal.

3. How to organize the cloak makers in those cities where no locals exist.

4. How to deal with the skirt and dress makers and the English-speaking women workers.

5. To consider the question of the custom ladies' tailors in Toronto, Montreal and Winnipeg.

6. Concerting measures against the sub-contractors.

News from Montreal

Brother J. Lanch, corresponding secretary of the Joint Board of Montreal, writes:

A great improvement has taken place here since the advent of Brother Gruben, the special organizer sent by President Rosenberg. Brother Gruben has given us an example of what a practical organizer means and his successful methods certainly deserve commendation. The organizers who came to us in past years had tried to arouse sentiment and enthusiasm. They had entirely confined themselves to an effort of awakening the masses from their indifference. Consequently we used to hear many fiery speeches. But the times change and also the ideas. The employer now understands that the trade unions have come to stay. He no more tries to put the Union out of existence, but rather to get the best of it; so that now it is no more a question of propounding theories but rather how to get the benefits of being organized. Brother Gruben is pursuing the latter course, hence his success.

We now understand why the old-time organizer brought few results, even if his speeches were inspiring. After hearing similar sentiments time and again the people got tired and impatient, wondering when all those fine prophecies and promises would be fulfilled; for in the meantime the employer was daily getting the best of them in the shop. So that we have come to the conclusion that what we especially the country locals, need is a teacher, not a platform speaker; one who is capable of giving the right instruction to our members, officers and executive board and can introduce new ideas into the Union as to how to deal with the employer and benefit the union man at his work.

Brother Gruben is such a man. When he came to Montreal he found the locals in disharmony and without funds. Our Joint Board was $800 in debt and everyone was down-
hearted. We had no control either over the shops or the members. We had depended entirely on a few faithful members to be able to keep up our headquarters and found it difficult to pay the necessary salaries. However, since the arrival of Brother Gruben a transformation has taken place. He started by reorganizing the Joint Board, splitting the board up into committees and instructing the members as to their duties. He pays special attention to the shop meetings held every night, advising the members how to conduct themselves in the factory to their own advantage.

The result is that harmony prevails among the members and they have faith in the officers. The per-capita to the Joint Board has been increased from 4½ to 7 cents. The members are paying their dues regularly and new members are coming in every week. The prestige of the Union is established and its influence is being felt. A general members' meeting of all the locals was held on August 25th and was attended by good results. We hope that Brother Gruben will stay with us until his work is completed and we are looking forward to even greater success in the future.

At a regular meeting of the Joint Board, it was unanimously resolved to thank the General Executive Board for sending us Brother Groben as special organizer.

San Francisco Cloak Makers Formulate Demands

The following shop by-laws have been drawn up by the cloak makers of San Francisco for recognition by their employers:

**First.** None but members in good standing of the Cloak Makers' Union, Local No. 8, shall be employed in any shop provided there are no idle members of the Union. When, however, the Union is unable to furnish employees, the employer is at liberty to secure help where possible. Such employees, so secured, shall, if the Union desires, make application to the organization within fourteen days.

**Second.** The Cloak Makers' Union, Local No. 8, reserves the right to review the reason for the discharge of any member and to insist on his reinstatement if the reasons for discharge are found to be activity in the Union or similar actions.

**Third.** No member of the Union shall be discriminated against in any manner on account of upholding Union principles in or out of the shop.

**Fourth.** Two weeks shall constitute a time allowance to test a new employee. At the beginning of the third week an employee shall come under the operation of the second rule.

**Fifth.** The system of dividing the work alternately shall be enforced to the end that all work shall be equally divided, provided the employer is allowed a sample maker in each line of work for samples only.

**Sixth.** The shop chairman shall have authority, upon complaint of any member, to attempt a settlement of any trouble arising in the shop over which he is chairman. Should the employees in said shop so desire, however, the complaint shall be referred to the Union. The shop chairman shall have the right to call shop meetings at his discretion.

**Seventh.** Eight hours shall constitute a day's work and overtime shall not exceed two hours in any one day, nor three days in any calendar week and shall be paid for at the rate of time and one-half, also that no overtime shall be worked on Sundays under any circumstances.

**Eighth.** While a member of the Union is unemployed, no apprentice shall be taken to work.

**Ninth.** No contracting shall be allowed. All work taken must be finished completely inside the shop.

**Tenth.** All shops must be kept in strict sanitary condition and conform to all sanitary laws of the State of California.

**Eleventh.** The following shall be the minimum wage paid in all lines of work, a day being the smallest fraction of a week any employee shall work:

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<thead>
<tr>
<th>Minimum wage per week</th>
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<tr>
<td>Cutters</td>
<td>$26.00</td>
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<tr>
<td>Trimming cutters</td>
<td>24.00</td>
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<tr>
<td>Jacket operators</td>
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<td>Skirt operators</td>
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<td>Finishing pressers</td>
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<td>Baisters</td>
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<td>Button sewers</td>
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(These demands were duly presented to employers, and having been refused, the cloak makers went out on strike and completely closed up the industry.)
By SONIA URELES

Tangled in Shadows

(A Sketch)

It was the final meeting of the strikers.
Row upon row of interested faces were raised in expectancy of the Speaker. Through the hall there reigned an intense silence, and only the deep, impressive voice of the Speaker vibrated through the place.

Seated directly opposite the elevated platform, and but three rows from the Speaker, was a little, shriveled Italian woman, and at her side, slim, alert, with dark, velvety complexion sat a young girl. Her large, limpid eyes, and exquisitely formed mouth were raised in breathless interest to the platform.

Once she moved excitedly, and came in unexpected contact with the little woman who was nodding jerkily at her side. The girl flushed in confusion, glanced hurriedly about, then nudged her companion.
"Mamman!" She breathed. "No sleep! Dis a meeting!"

With a start the woman awoke, blinked dazedly several times, then seeing her daughter's evident distress, she smiled faintly.
"No more sleep!" She promised.

The girl again centered her attention on the platform.
"Listen," the Speaker was saying, "you are to work fifty hours; no more overtime unless you are paid for it—and you work only nine hours a day—on Saturdays only until one o'clock!" And—! A burst of applause interrupted him.

The little Italian girl smiled.
"See, Mamman," she whispered, "no work night time. Saturday half day work—see!"
"Huh! Mm-mmm!" Nodded the tired mother, her eyes closing drowsily. And then as her daughter's attention was being absorbed by the new and hopeful progress in their wretched condition, she slept. Slept and dreamed:

Giovanni, bronze-cheeked, tall, with eyes that flashed their health and joy of living, was striding down the sun-kissed lane that led to her father's little cottage. She felt a blush burn its way to her cheeks, her heart fluttered in sudden ecstasy. He was calling to claim her!
She leaned shyly out of her window. He held his arms out in silent eloquence, his eyes spoke his admiration.
"Giovanni!" She breathed softly, and her dainty scarf dropped into his outstretched arms.
"Toinetta!" He murmured passionately, holding her scarf again and again to his lips.
"Pappan is home!" She whispered, and her laugh thrilled as the song of a bird.
"Darling," cried her lover, as he rushed to win her father's consent.

She jerked her head in quick, lest he see the sudden joy that flooded her eyes, and hit her head against the little, painted window-sash.
"Ah!" She sighed. Even pain was exquisite in this lovers' land.

The trees swayed and whispered in the breeze, the sun danced merrily between the boughs.
"Ah-ah-h!" She gurgled happily and awoke.

A burst of applause brought her sharply to consciousness.
"Oh! She gulped, wearily reaching a yellow hand to her brow.
"He say," whispered her daughter excitedly, "We no have to work 'onic. He make de boss pay 'nuff for work in shop!"
"Ye-a, nice!" Stupidly responded her hollow-eyed mother. "Ye-awh!" She yawned. "I tired—no got 'miff sleep."

Her daughter nudged her dutifully, albeit a trifle absent-minded, her thoughts following the man on the platform.

"No sleep, Mamman!" She cautioned.
"No sleep." Promised the older woman with a dejected sigh, as she gazed stolidly before her. Her dream was haunting her. She followed its train of thought:

Giovanni was playfully tossing their little son up in the air. His teeth flashed strong and white and the air rang with his care-free laugh. The baby crowed in delight as he was hugged close to the paternal breast.
"Toinetta!" Shouted his father gayly. "Come play in the garden."

She came to the open doorway of their little home.
"Don't drop baby!" She smiled. Her husband held their son out for her kiss. She brought her linen into the garden and sat there sewing daintily, glancing up quietly now and again to watch her dearest husband and baby.
How the sun glinted his tanned throat with its gay kerchief! How good he was, her Giovanni—and how handsome! She sighed contently.

And then a sudden tumult filled the air. A servant came breathlessly shouting for help. Her father had fallen from his horse and had been killed!

Giovanni hurriedly left her with the child and dashed madly to the scene of the accident. It was too true. Her father was dead.

"Toinetta," her husband was pleading as he knelt at her side, "don't—don't weep so! See, baby is crying too! Don't, ah, don't!"

"Oh," she moaned. "Papan—dead!"

Something pressed at her side. She held her hand to it, and came in contact with a slim, smooth arm.

"Ah—rr!" She sighed in relief, and glanced guilty about, then straightened up with a determined air.

"It means," the Speaker was explaining, "that instead of thirty minutes, or less for lunch, you are to get an hour—one full hour! It means that you are to work in a clean shop; it means more pay. It means a square deal—that's what the Union means to you! Stand together! It is in your power to help yourselves; now you see how you can do it! Now you—."

Her daughter was intensely interested. The weary-eyed mother watched her stealthily. How pretty—and how like the girl Giovanni had married!

She sighed.

"Ve—awh!" She muttered hopelessly "Tired—." Her head drooped low on her breast.

What mattered it to her how the Union could help them. She was tired body and soul. It was of little importance to her. She would work, work, work until she fell exhausted and her weary body was thrust into the sod to make room for others. Her life now was all in shadows; the reality held no joy for her. And her children, too, were struggling in her tangled harness; they too must go on working, working. It was useless after all for the Big Man on the platform to speak of their making things better for themselves. She was tired; let her sleep. Her little daughter with the dark, excited eyes—well, hers was a different world.

So she reasoned as she drifted in a land of shadows, until again her spirit reached across strange countries and stranger seas to her little sunny home.

"Toinetta," her husband was saying. "Lips quivered oddly, "The house is Across the land is poor. I cannot make a living in you. I go to America. There they will make fortunes! When I make enough I will send for you and the children!" And then she realized he was determined in his trip.

But she could not stay him. Since her father's death, many years ago, things had been going from bad to worse; and now they were wretchedly placed indeed, and the children were growing up. Yes, he was right. It was their only hope—the New Land, America!

His letters were mournful, full of despair and tears at first; finally he sent for them. How she gasped when her eyes beheld them first in the New Land. That man—that creature with the sunken checks and pallid lips—her Giovanni! His eyes were haggard, lifeless, and when he smiled something caught at her heart.

And four months after their arrival, he was killed by a train in the tunnel where he was employed.

"Giovanni, oh, mo Giovanni!" Sobbed the wife, shadows merging into realities.

"Mamman! No, no cry!" Whispered her daughter. And she sat up stiffly, her haggard eyes drawn deeper into their hollow sockets.

"If you stick together you will win out every time!" The man on the platform was shouting. "Now you will be paid for overtime; for one hour's work overtime you get one hour and a half pay! We won a little now—we'll win more next time. Only stick together! Alone you lose; together you win!" A burst of applause stopped him. "I will now introduce the Italian speaker—he will address those who do not understand English."

The new speaker was greeted with enthusiasm.

"He now speak Italian." Whispered the nymph-like daughter.

The mother leaned forward, a spark of interest coming to life in her tired eyes. She listened carefully.

"Oh," she cried astonished. "He say $5.00 a week—no $4.50. Good—yes!" She nodded several times vigorously, and in the way made a mental calculation of how to store away the extra fortune that was promised her.

For a long while she sat there, her
open, the nether lip hanging loosely, every muscle relaxed, as intensely her eyes followed the gray-haired man on the platform.

"Some day." He was promising them. "You may raise your salary to ten dollars a week! Some day you will be the one to decide whether your babies should slave at your side. Some day things will be better for you—for us! But we must make that day possible. No one can do it but—we, the workers!"

Mamman listened attentively at first, then she sank deeper into her seat. Brow-beaten, shrunken, she made a hopeless movement with her hand. There was no more fight left in her. She was weary; let her sleep. But ah, God, she knew nought of an 'embroidered bed'? Hers, a bed of ragged clothes, but even there—oh, let her sleep!

A deafening thunder wakened her. She blinked confusedly; her daughter, men and women, everybody, was applauding furiously. Ah, yes, her daughter, she was young, let her applaud!

She sighed heavily, nodded, and,

"Come, Mamman!" Said her daughter gently, and there was a new ring in her voice. "De meeting she is over. We win!"

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The Penitent Scab
(A True Story)

By ABRAHAM ROSENBERG

"Even the perfectly just man cannot in God's eyes attain to the high position of the penitent sinner."—(The Talmud).

Several years ago, when the Cloak Makers' Union had not yet attained to the proud position of controlling the whole of the trade in New York City, the situation was such that every season a fresh attempt at organizing the workers had to be made.

At the beginning of the season the Union succeeded in organizing several shops, but as soon as the season was over the shops reverted to their former non-union state. These shops it was impossible to organize anew, for the organized employees would invariably be replaced by non-union men who, after the experience of their predecessors, were too timid to join the ranks and thus risk being discharged at the end of the season. Naturally, therefore, the Union was compelled to turn its attention to unionizing new shops in order to keep up a semblance of organization. The size and strength of the organization would depend on the amount of work waiting to be performed in the shops. When work was plentiful the cloakmakers were pervaded with the fighting spirit and had the courage to demand higher pay. When the employers refused their demands they hastened to the Union and paid the initiation fee, whereupon a strike against the particular employer was sanctioned. Such strikes generally succeeded, and the employers granted the demands, knowing from experience that on the pressure of the season abating the work people would relapse into an unorganized state and submit to any conditions imposed on them.

About that time the Union succeeded in organizing a shop on 17th street of 250 employees and a strike ensued. Aware that to maintain a union shop of this kind would enhance the prestige of the organization, and that this would be the means of bringing other large shops into line, all the active spirits threw themselves into the fight and helped to secure a victory.

While the season lasted the union watched over the employees with unrelaxed attention, in the knowledge that upon the success of this union shop depended the success of any further efforts to organize the cloakmakers. Both the Union and the employer were anxiously awaiting the end of the season to see how the union work people would act. The employer, as usual, anticipated the employees' defection and he was looking forward to reducing their pay and increasing their hours, as of yore. How surprised was he, therefore, to see that these union men were union men indeed, and had not the slightest intention of falling away from the ranks; on
the contrary, they were concerting measures how best to fortify their position in the shop.

It was usual for the employer, at the approach of the slow season, to intimidate the workpeople into accepting lower conditions by sending the work to outside contractors. When they have to hang about in the shop day after day, doing nothing, the missing pay envelope and the thought of their families and little ones begins to gnaw at their heart. They then become willing to work for any price, or leave and search for a chance job elsewhere. In the aforementioned shop, however, the employees, guided by past experience, contrived, with the aid of their shop-chairman, to divide all the work cut up in the shop equally between the inside and outside employees, proportionately to the number of machines in use in both work places.

The employer did not at all relish the idea of the shop-chairman encroaching upon his autocratic dominion and had resorted to a roundabout way of shaking off the union influence. He engaged a non-union foreman on condition that he was to introduce several of his brothers who were also non-union cloak operators. Brothers, he concluded, would certainly not participate in any strike, should a strike break out against their own flesh and blood, and he would thus be able to fill the shop with scabs. The trick succeeded, and on the second day the shop-chairman, together with a number of good union men, were dismissed his employ. This high-handed proceeding naturally led to a strike.

Among the employees there was a muscular sample maker, one who was occasionally prone to use his physical force, and he had thus held the other employees in awe. He had been on weekly pay and refused to join the strikers. His action proved contagious and several half-hearted individuals followed his example. The strikers felt convinced that if they could induce this "Samson" to join them victory would be certain to follow.

Accordingly the leaders concentrated their efforts upon this muscular species of humanity, determined to win him over to the cause. He explained when met in private conference that as he was about to get married he could not afford to lose the money he needed to set up house, or to delay the nuptials. If the Union would advance him $50.00 and pay his strike benefit in addition he would yield to their entreaties. The leaders gladly closed the bargain and the next day this dearly bought striker joined the ranks and raised the strikers' meeting hall. He was received with a hearty and enthusiastic reception and the strikers congratulated themselves on being able to achieve certain victory. But his rejoicing proved ephemeral. On the day after the marriage ceremony, apparently intoxicated by his blissful experience, he broke his solemn promise to the Union and returned to the shop. Disappointed and enraged the strikers, especially those who had been intimate with him, met and delivered to him a voice ultimatum to the effect that on failing to refund the $50.00 and leave the shop he would be compelled to flee the city. He refunded the money but remained in the shop.

Subsequently the mystery of his duplicity and change of front was revealed. The employer having got wind of his transaction with the union officials secretly interviewed his bride and dangled before her material minds eye the promise of a handsome wedding present, in the shape of a suite of furniture, provided she succeeded in persuading her spouse to let his promise to the union go by the board.

And, as it was to be expected, "Delilah" got the better over "Samson." Meanwhile the cause of the strikers languished, despite various heroic and self-sacrificing efforts. Gradually their places were filled with scabs.

A few months later, when hope of victory had already been abandoned and the majority of the strikers found employment elsewhere "Samson" suddenly appeared at the union office with a depressed countenance. In broken accents he admitted his treacherous conduct against his fellow workers which now, he said, filled him with remorse. He was willing to expiate his treason by joining the Union. As was to be expected, the others, as well as the rank and file, evinced toward him a strong feeling of disgust, mingled with contempt and distrust. The wound that his action he made in many a breast had had no time to heal, and thus his petition for pardon was thrown back into his face.

As his determination to make amends was deep and sincere, the refusal on the part of the Union to reinstate him into membership produced a profound effect on his mind. He became gloomy and pensive and nightly spent much time in the neighborhood of the union office. Often he was seen to stand forlornly in a contrite attitude, with bent form and drooping eyelids, ashamed to look into the
While doing penance he also wrote piteous epistolary appeals to Solomon Polakoff, the manager of the Union, and other active members, praying forgiveness and implicating them to help him emerge from the swamp of degradation into which he was plunged by the satanic charms of his "Heilah." These letters were so heartrending that they drew forth our tears and made us cry like children. In one of his last letters he asked to be given a chance to become a faithful union man. His treason so preyed on his mind that he was in deadly fear of losing his reason.

Touched by these piteous appeals we resolved to probe his sincerity. His conduct during the strike could not be obliterated from our minds and we desired to be perfectly clear as to his motives. We found that his domestic life had been reduced to a pandemonium of discord and violent altercation. He attributed his moral sufferings to the promptings of his spouse. It was she who influenced him to become a scab. It was she who allowed herself to be bribed by his employer and so encompassed his moral ruin. The suite of furniture was a thorn in his flesh, and one day in a fit of indignation he smashed the articles into smithereens. "No more shall this 'blood money' contaminate my house!" he exclaimed.

Convinced in his sincerity of motive we decided to admit him into membership on payment of $25.00 initiation fee. When he was informed of the decision he wept tears of joy, and kissed our hands in gratitude. Immediately his melancholy look disappeared and he became quite his former self, plus an honest determination to serve the cause of unionism to the best of his powers. In the presence of many members he vowed his loyalty in the following words: "Brother Rosenberg and Brother Polakoff, you have saved me from ruin. I shall never forget it and will wipe off my disgrace, if necessary, with my blood. I assure you that in the coming general strike (the impending general strike was then already widely discussed) you will find me one of the most determined fighters the Cloak Makers' Union ever had."

This vow he proceeded to translate into action the very next day. In the first place he directed his efforts to unimpressing the shop around which the battle raged. His corrupt employer must first of all be taught a lesson. He found a pretext for declaring the shop in strike. The scabs joined him and all walked out. The following day this band of workers had been reinforced by the displaced employees and a vigorous struggle was carried on. The strike lasted from April till September, being merged in the great general strike in the summer of 1910.

The penitent scab was faithful to his promise. In the general strike he rendered yeoman service and literally expiated his treason with his blood. At the present moment he is one of our most loyal and devoted members.

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High Dues the Secret of Success

By W. T. CURRY

Business Agent of the International Molders' Union, Kalamazoo, Mich.

(Special to the Readers of this Journal)

Finances are to the labor union what armament is to the army, and this fact has been clearly demonstrated by the International Molders' Union during its five years' experience with the high dues system. Six years ago the National Founders Association announced that it was going to put the Molders' Union out of existence, and it actually made an attempt, and but for our fortification by higher dues it would no doubt have succeeded in what it set out to accomplish.

We not only withstood the terrific onslaughts of this well-organized enemy, which were begun six years ago and of which the appointment of a receiver for the Allis-Chalmers Company is the last dying echo, but we have fortified ourselves for future battles. Had our organization continued un-
der the low dues system there is little doubt but that instead of the Allis-Chalmers Company going into the hands of a receiver, our organization would have gone to the scrap heap. The molders have learned that the good will of a sympathizing public will not win strikes and that the picket with a well-filled stomach and sufficient income to properly care for his family will stay on the picket line until the battle is won.

It is little less than criminal for a union to put its members on strike without first having provided sufficient funds for their proper maintenance, and the failure of unions to thus fortify themselves for the protection of their memberships on strike has been the cause of more strikes being lost than all other causes combined.

Self-sacrifice and heroism are of no avail unless there is sufficient funds to provide for the physical wants of the strikers.

I have taken a deep interest in the battle your organization was waging in Kalamazoo against the Kalamazoo Corset Company. I was on the picket line the first morning of the strike and I have watched that band of heroic and self-sacrificing men and women each day until the days have lengthened into weeks and the weeks into months and their ranks remained unbroken right from the day they walked out of Hatfield's soul-delighting and disease-infested factory, but behind it all there was a tragedy that might have been and should have been averted.

There has not been sufficient funds forthcoming to pay the proper strike benefit, and in spite of that the self-sacrifice of some of those girls has been remarkable. It is said in Kalamazoo was lost because men and women could not live on the strike benefits they received and were compelled to either return to the factory or find employment elsewhere. Possibly they also look good so long as we only pay attention when the time comes that we must draw upon those dues we find that we have put up anything in our international treasury for the rainy day and that there is nothing to draw upon and then and not until then do we realize the importance of a strike treasury.

It would seem that our whole trade has been to try to get something for nothing as much as possible for the least possible outlay, and when the members of law organizations go on strike they expect each organization to furnish the expenses of war.

The trades union is a business proposition and in order to obtain results it is necessary that it has a sound financial basis.

We can no more expect large returns on small investments than we can in the business world and our interest in it will be determined largely by the amount of money we put into it and the sacrifices we make for it.

We should not look upon the labor union as something having the privilege of belonging to, but rather as an organization that is necessary to secure for us a fair share of the products of our labor and that it is our duty as workers to take an active part in the work of that organization and we should expect to get in return in proportion as we contribute to it.

A New Labor Magazine

The first number of The Newspaper Writer, the official magazine of the New York Newspaper Writers' Union No. 4, which made its appearance in August, is a very useful addition to the labor press of this country. It contains a good deal of information about the labor side of the profession and expounds practical unionism to those engaged therein. We heartily commend it to the attention of the labor world. In its own words: "The Newspaper Writer speaks for all the people all the time and now sets out to speak for himself." It is ably edited by Alexander Schlesinger, the president of Union No. 4, at 444 Pearl St., N. Y.

Prayer at the End of the Day's Work

HORATIO WINSLOW, in the Muses

I believe in Life: in the honor of being, in the glory of dying.

I believe in the Work of Life: the struggle to know, with its eternal Victories and its unending Defeat.

I believe in the Joy of Life, believe that some day it will be more than bitter lemons and dregs.

And I believe in the Substance of Life: Man—in the Ape that Was—in the God to Be. Amen.
GAIN $5,000,000 INCREASE

The first year of the present agreement between the anthracite miners of Pennsylvania and the operators expired April 1, and is to continue three years longer. To date the agreement has brought the 180,000 mine workers of the anthracite field an advance, in wages conservatively estimated to be more than $5,000,000. Together with securing to the mine workers this large increase in wages, the agreement also resulted in giving the Miners' Union the greatest membership that it has ever had in the anthracite belt. The present membership of District No. 1, the most prominent of the three anthracite districts, which has headquarters in Scranton, Pa., is now above the 60,000 mark. Upon the inauguration of this agreement in 1912 there were not more than 15,000 mine workers in the union in District No. 1. District No. 7 has now 20,000 members, and District No. 9 50,000 members, making an aggregate membership in the three districts of 130,000 union workers, which is a large increase in membership, and is 40,000 more than the organization has ever had upon its membership rolls in these districts.

LIVING COST FOR 1912 HIGHEST IN 23 YEARS

The Bureau of Labor Statistics in Washington has just issued a report on retail prices from 1880 to 1912, which shows that during the latter part of 1912 the cost of living in the United States was higher than at any other time during the past twenty-three years. The lowest cost was reached in each of the geographical divisions and in the United States as a whole in 1896. From that date to 1912 the total increase in the cost of living per year for a workingman's family, by geographical divisions, was:

- North Atlantic, $165
- South Atlantic, $152
- North Central, $187
- South Central, $186
- Western, $152
דעת ליווה וניהול דגראות

לא ניתן לקרוא את התוכן המוצג בתמונה.
8 פירוט פן מנסעת

הൻך נאך פן מנסעת (מדעון בו נוטנק של)

ביו יי למשה אברל

הנה נשי מים ריבועיים מספריים

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הו לוחם נוחם שפרעה

ויהי שבוע ישר לכם ובראשם וברוחם.

שנה טובה ובריאה לבריתכם.

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בריתכם

שנה טובה ובריא...
דו נוירוס נזקקים נפגעים וקוראים

וננוו הגבוה הזה הוא תבנית נפרדת של "ה[OFNב" Talking'
והצטירה של הנניון היחידה זה הוא תבנית נפרדת של "ה[OFNב" Talking'.
בראשית - יסוד הקסם

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בראשית - יסוד הקסם
Joint Board of the Cloak and Skirt Makers Unions
79 East 10th Street.

Pay to the order of

for

Assigned

Finance Committee

Returned Payment

No. B 3000

FINANCE DEPARTMENT

New York

Dollars

3

NOT NEGOTIABLE
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No. 1100

FINANCE DEPARTMENT

Joint Board of the Cloak and Skirt Makers Unions

79 EAST 10TH STREET

New York.

RECEIVED from

Dollars

For

See by Tenor.

No.

Dollars

FINANCE DEPARTMENT

Joint Board of the Cloak and Skirt Makers Unions

79 EAST 10TH STREET

New York.

RECEIVED from

Dollars

For

See by Tenor.
SKIRT MAKERS’ UNION
Local 23, I. L. G. W. U.

RECEIVED FROM J. Silverman
ON ACCOUNT OF INITIATION FEE.

FIVE DOLLARS $5.00

New York, June 1, 1912

I. Abramsky,
SECRETARY.
דעת ליווד בפריצות וסרת

םתliği יא זא שמאראם תבוסה. רעשת אいち

ורטס הדנש וגי אלורעיך ב ליווד'יזע ע"ע

ואיבי הקנפיא נפסל מארעיך פאילע דוע

ועיר אינקיר'. נויקם נודע נדע

ג'ה ופש נאש אמיס דר חוו"ע

ועיר יאיא ise קס בצאמס נסן, בקצר קזמקע.

ויר קיפ נאמ נ'ע טעוסס סיס'ארוים.

םתלע זאל נסן אuars נ cdr חוו"ע

ויר יאיא ise קס בצאמס נסן, בקצר קזמקע.

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םתלע זאל נסן אuars נ cdr חוו"ע

ויר יאיא ise קס בצאמס נסן, בקצר קזמקע.
un grand diable aux épaules larges

"un grand diable aux épaules larges"

...
דף ליידס וארטיקסundry

שעון וויבי

א. ש. וו

Page 30

"..."
וְיָכוֹן בְּרֶסְעַקֶּאPortland OR זַי נַא זָאָכָּמָא…

פָּר ב. י. 9

"וְיָכוֹן בְּרֶסְעַקֶּאPortland OR זַי נַא זָאָכָּמָא…"
ב krista קאיסלה פסטר

(1) הידוע, HaoJianGRAY, CANALICUIUS, מאיה, OOS - הירח העולה ונוטה לחרות

(2) לא ניתן לייחסו לטעמם של הגרמנים, אך עדיין⃞

(3) הידוע, HaoJianGRAY, CANALICUIUS, מאיה, OOS - הירח העולה ונוטה לחרות

(4) לא ניתן לייחסו לטעמם של הגרמנים, אךشتד⃞

(5) הידוע, HaoJianGRAY, CANALICUIUS, מאיה, OOS - הירח העולה ונוטה לחרות

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(16) לא ניתן לייחסו לטעמם של הגרמנים, אךشتד⃞

(17) הידוע, HaoJianGRAY, CANALICUIUS, מאיה, OOS - הירח העולה ונוטה לחרות

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(19) הידוע, HaoJianGRAY, CANALICUIUS, מאיה, OOS - הירח העולה ונוטה לחרות

(20) לא ניתן לייחסו Lטעמם של הגרמנים, אךشتד⃞
SYNDICAT GÉNÉRAL des TRAVAILLEURS de l'HABILLEMENT DU DéPARTEMENT DE LA SEINE
Siège Social : Bureaux du Travail, 3, Rue du Château-l'Étau (6e étage, N° 30)

12, Allée Ferrer, 92, 75018 Paris.

Résulté des Élections du 28-Mai 1939

MARCHÉS GRANDS-ARTICLES
SALLE FERRER
17, BOULEVARD MAÇON, PARIS 9e

Hôr R.-Y.-D. YI

SYNDICAT GÉNÉRAL des TRAVAILLEURS de l'HABILLEMENT DU DéPARTEMENT DE LA SEINE
האם הערת יד??

אני לא ישראלushman ואני לא בלש. אני לא מנהיג ואיני מתפלל. אני לא ציידי ואיני חבר. אני לא פועל ואיני בנהר. אני לא מדען ואיני מתמטיקאי.אני לא צייד ואיני חסיד. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי. אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי.אני לא צייד ואיני חסיד. אני לא מדען ואיני מתמטיקאי.
اذע הרביעי אלול והינו ליום מרפק אותם
(מעשיות חותם) - "לוייوسطא בראת ויאירון וראים".

ולא ידעך את השם qualche פעמים,$sql
לפי עליה, לא תראה את השם שלמים. השם
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(מעשיות חותם) - "לוייوسطא בראת ויאירון וראים".

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אין לי.shell התווית עם GeForce ה-16 משולב עם GDDR5.

_elephant_.

 ещё не попытка показать уроки и обзоры для начинающих.

 clears the board.

 לא בנו בגר_Remove Player.

 המצותיה של ה-13 משולב עם GDDR5.

 Yet another attempt to show lessons and overviews for beginners.
ידע חיים במרחבים הרבים...}

...

ועם זאת, לא ניתן להתעלם מהATTRIBUTE פאה לפרסום, כך הוא ציוד בائف

...
לע"ת ליזיס ז"מ"ס וע"פכタイプ

המשתמש, הוא שאלת ויהיbras התשובה:

איך הוא יכול להתאים את אה האפשרויות, או שהשאלה אסרטורית, או גם מ凱 המשווקים, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או שהשאלה אsertורית, או無いו

אותיות

ז"מ"ס וע"פכ

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יל.fft פרק ל' אחרון

ויתון והיה לאלים על avent יארה ביבש ועביות
כל הלאים יאכלו את העש המזרחי והים
ולכן נאמר: "ויתון והיה לאלים על avent יארה ביבש ועביות.

ויתון והיה לאלים על avent יארה ביבש ועביות. ויתון והיה לאלים על avent יארה ביבש ועביות.
דעת לברך וברכה, מקויה וברכה. האמת והשלום נמצאים בברק עז וברונשטיין.

ברק עז וברונשטיין, מקויה וברכה. האמת והשלום נמצאים בברק עז וברונשטיין.

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דעת ליווי בפורמט וורקוגרף

מע.assertFalse(!!

אך עתיד לא יאנו יותר נושאים נועים, וית蹄 ישבו עמשי בית שאה זא. א"נ

וירדה בьюם, עשתה דרכה גדולה. הזול מרתיע, ואינני ידעתי עד היום

איך הם לאں נפשו הנ הייתהו, יותר ממה שאודה, והיהו י PTS

ימשッב אנשי חיל, ויהיו כן שיתו וית, ולא י겨דו долח

יירח, ויתוי יתלע ענין, ולא יגרדו בועו

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Zend Lיריד Social Commerce ההוריד

אנו די מסתכלים ומסבתנדים עד כי מתגשים כל

ואנו די מסתכלים ומסבתנדים עד כי מתגשים כל

ואנו די מסתכלים ומסבתנדים עד כי מתגשים כל

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ואנו די מסתכלים ומסבתند
דר מפריךיא ט"ו

10

פ'אן ארבעת העשיות

 indice ויתור חמשת העשיות

יטבת התשובה החמישית

idious קדומים ומאפשרים

But also, if we consider the possibility of this type of solution, we can see that the problem is essentially a system of linear equations in five variables. The system is as follows:

\[ \begin{align*}
  a_1x + b_1y + c_1z + d_1w + e_1v &= f_1 \\
  a_2x + b_2y + c_2z + d_2w + e_2v &= f_2 \\
  a_3x + b_3y + c_3z + d_3w + e_3v &= f_3 \\
  a_4x + b_4y + c_4z + d_4w + e_4v &= f_4 \\
  a_5x + b_5y + c_5z + d_5w + e_5v &= f_5
\end{align*} \]

To solve this system, we can use various methods such as Gaussian elimination, Cramer's rule, or matrix methods. Each of these methods has its own advantages and disadvantages, and the choice of method depends on the specific values of the coefficients and constants.

For example, using Gaussian elimination, we can transform the system into an equivalent system in row-echelon form, which can then be solved by back-substitution. If the system has a unique solution, it will be obtained by back-substitution. If the system has no solution or infinitely many solutions, it can be determined by analyzing the reduced echelon form of the augmented matrix.

In the case of this problem, we have a system of five linear equations with five unknowns. If the system is consistent and has a unique solution, we can find it by following the steps of Gaussian elimination. If the system is inconsistent or has infinitely many solutions, we can identify the nature of the solution by analyzing the echelon form of the augmented matrix.
דעת פולир באלברט פאקה

בפּוּלִיְר בַּאֲלָבָרְט פַּאָקה

ביימה האמנים ובין אם י.ReadKeyיע

את ואן למצרים מעוץ אין של כלים

סְדָדֵה על המֶלֶךְ כֶּרֶשָׁה וְי תַעֲבֹר

וְיָכָלַת וְיַעֲבֹר וְיַעֲבֹר וַיִּתֵּק.

רָהַּת עַל הַּחֲרָן וַיַּעֲבֹר וַיַּעֲבֹר וַיַּעֲבֹר

וְיָכָלַת וְיַעֲבֹר וַיֵּשְׁבוּ עַל הַּחֲרָן.

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דר ניirschפל מקזא מריי

 Draws and inscriptions in Hebrew text.
קוץ באליה וסumnos ב.spyWARE נשים עץ, מדרים עם
תוכני ודרוגים של displays תחת בושם
והם מושרים כמו שמים ערpios כדי
לכפות את הגרסים. מה שגורם לברק
ות עזות על יציבת ידelfare ו EEPROM
שהוא במעגל פילוחי ארוך למצלמה
ובו תמך עם מעגלים אחרים.
רָע לֵיִים נִאְכָּרמִים והֹלְכֵה

לֹאִּי לִּיָּמָהוֹן בֶּלִיָּמָּוֹן וְלִיָּמָּוֹן שָׁמֶנֶּה לִיָּמָּוֹן בְּשָׁמֶנֶּה לְלִיָּמָּוֹן. לֹאִי לִּיָּמָּוֹן לִיָּמָּוֹן בֶּלִיָּמָּוֹן וְלִיָּמָּוֹן שָׁמֶנֶּה לִיָּמָּוֹן בְּשָׁמֶנֶּה לְלִיָּמָּוֹן. לֹאִי לִּיָּמָּוֹן לִיָּמָּוֹן בֶּלִיָּמָּוֹן וְלִיָּמָּוֹן שָׁמֶנֶּה לִיָּמָּוֹן בְּשָׁמֶנֶּה לְלִיָּמָּוֹן.

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