The Ladies' Garment Worker, Volume 5, Issue 9

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PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

BY THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

32 Union Square, New York.
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PROMISE OF THE NEW SEASON

At last the gloom and depression caused by a protracted dull season are disappearing.

The gleams of hope ushered in by the promise of the new season are getting brighter every day.

While writing these lines information is at hand that factories are opening and work is starting. There is reason to believe that this season will be of greater promise than the fall season of a year ago.

The dull seasons of the last few years have been associated in the minds of our members with many untoward events. They, therefore, have been looking forward to the present season with keen anticipation. Nothing like a wave of material prosperity can dispel the dark doubts and gloomy forebodings of the workers and their families.

We are so constituted that our health, happiness, hopes and prospects are to a large extent dependent on material surroundings. When we have plentiful and remunerative work we do not seem to think of our troubles. On the contrary, when there is no work and when work is precarious, or made a burden to us, we are apt to dwell on our troubles and magnify them.

From the point of view of society at large it is deplorable that there should be such violent fluctuations of trade and commerce; that there should be so much painful uncertainty.

Providence or nature can have nothing to do with these trade and economic disturbances. They are rather due to a system of society which is rotten at the core. Just imagine:

Our women folk, in their desire to appear well dressed, hanker after the new styles. Manufacturers and style designers exploit this feminine eagerness in order to compete with each other and get more trade, and a simple question of long jackets or short jackets throws a great industry into confusion and thousands of people dependent on the season suffer as a result. Credit collapses, bankruptcies are threatened galore and thousands of people and the women and children dependent on them face starvation.
Or take another example: Europe has several crowned-headed rulers who have persuaded themselves to their own satisfaction that they rule by divine right; and that God is with them. Both rulers and the whole paraphernalia of the "divine right" arrangement should have been consigned to the scrap heap many years ago. These rulers maintain tremendous standing armies, accumulate whole arsenals of weapons and engines of destruction, the cost and burden of which weigh heavily on the working people of those countries. To feed their personal ambition they plunge eight nations into a war of destruction, killing off the flower of humanity and bringing ruin, desolation and despair into hundreds of thousands of families. And while this war is going on in Europe manufacturers and commission merchants, in their desire to get rich quick, raise the prices of food stuffs in this country, although we are having the most abundant crops on record.

No wonder that Socialism is making rapid progress. What other remedy have the workers against this double exploitation; against being food for cannon and a source of profit to trade and commerce, while they are always exposed to the nerve-racking uncertainty of employment?

One day society will do away with this chaos and confusion, rearrange its affairs and make better provision for the workers, who are recognized to be the very foundation of progress and civilization. Meanwhile we are dealing with the facts of present day life and have to try and make the best of them.

HOW IT AFFECTS THE UNION. And not only do our people depend on material prosperity, but the success and progress of the organization likewise depend on it. Our trade problems and difficulties would perceptibly diminish, or be solved with greater dispatch, if our trade seasons were brisk and regular. Shop troubles, disagreements and petty disputes attendant on price fixing would not occur with such frequency as in slow and doubtful seasons.

And as "a chain is as strong as its weakest link," so the Union is strong in the absence of clouds of despair among its members. Slight clouds on the horizon are always to be expected, but they usually pass without disturbing the stability of the atmosphere. Complaints arising from misunderstanding we shall always have with us, and misunderstanding is inevitable when the separate interests of two parties are concerned.

Complaints usually are an indication that something is wrong and need remedying. This indicates a striving for better things—a sign of health in the organized body and a promise of progress.

In the dull season, however, complaints multiply unnaturally. The main cause seems to be irritation growing out directly from trade depression. Some employers seek to vent their irritation on certain employees—shop chairmen and price committees—against whom they have imaginary grievances. It is this which brews unnatural trouble.

USEFULNESS OF SHOP CHAIRMEN AND PRICE COMMITTEES. As already alluded to, it is natural to expect differences arising between capital and labor. While labor demands a larger share of the fruits of toil and capital seeks increasing profits, occasional trouble is inevitable. Protocols and agreements are widely admitted to be a good means of minimizing and adjusting such troubles. One of the
provisions of these protocols and agreements is the privilege of a shop chairman and a price committee. The intention was that the shop chairman being the spokesman of the workers in the shop, would by timely intervention be able to prevent the brewing of trouble and nip it in the bud. And in most of the shops this is being accomplished with success.

When employers make shop chairmen and price committees the target for their anger and vengeance they evidently fail to comprehend the main purpose of the protocol. In the long run this outburst of irritation reacts unfavorably on their own interest. The shop chairman and price committee act for the workers. By discharging them or otherwise discriminating against them, employers only cause friction and ill-will, while they do themselves no good. That is how complaints multiply unnaturally. Other shop chairmen and price committees are elected in their places and these try to watch over the interest of the workers no less strenuously than their predecessors. Where, then, do these employers score? Is it not better for them to restrain their undue irritation?

Upon due reflection employers would find that it is ultimately to their interest to be helpful to the shop chairmen and price committees rather than make them the object of their hate and persecution.

The workers, on the other hand, are inclined to attribute the depression and the employers’ irritation to the Union and its officers. And so the dullness of the season reacts on the organization and hinders its well being.

Our International Union was slightly affected by the bad seasons of the last two years, but has withstood their disturbing influences. Our membership managed to preserve harmony in the ranks in spite of difficulties. They were hopeful in the midst of doubt and uncertainty occasioned by the controversy about the styles and the black shadows of a frightfully wasteful European war. Now that the signs of a good season are increasing they will be agreeably affected to feel that all the pessimistic prognostications that the season would be destroyed were just fairy tales.

"MAKE HAY WHILE THE SUN SHINES."

What our members will benefit from the new season in good pay envelopes and easier conditions will be entirely due to the efforts of the organization. Therefore they must think of their duties and obligations. They must help to strengthen the Union and place it on a firm foundation. There are many outstanding problems waiting to be solved in several branches of trade—therefore the harmony that has characterized our members in the last three months must develop into SOLIDARITY AND CO-OPERATION.

The officers of the Union are trying to accomplish a good deal in the way of perfecting the organization. To this end they are making various suggestions which ought to commend themselves to our membership.

“No flour, no learning,” is an ancient Talmudic saying. When people are out of work they cannot be expected to listen to or assimilate new ideas. But now that hope is springing up in every breast the time for reflection is most opportune. We must “make hay while the sun shines.” We must be up and doing building on sure and solid ground while circumstances are favorable.

Our members outside of New York should take full advantage of opportu-
nities presented by the busy season. This is the time for strengthening their local organization, and the place where to begin this work is the shop. By getting together in the shops, by standing up like one man for their rights, they will bring home the lesson of unionism to those who have not yet seen the light.

The work of the teacher is made easier when the students are eager and willing to learn. The burden of our organizers is lightened when the workers themselves prepare the ground for them in the shops. Let every member do his plain duty as a union man, and his or her local will be rendered potent for uplifting the workers from the slough of despond to which they have sunk through ignorance and indifference.

There is every indication that our people will have a good season. We call on them to utilize its fruits for the good and welfare of the organization so that the good and welfare shall reach everyone of our members in the near future.

**HIGHER DUES**

Successful organization depends on two elements of strength—a loyal, united membership and the means to carry on its affairs. In other words, an organization presupposes MEN AND MONEY.

The men and women, or the devoted membership, supply the enthusiasm, the energy, the driving force, but without funds enthusiasm evaporates and all efforts may be misdirected.

Many of our people have been accustomed to think of membership and enthusiasm only. To them the entire question of organization is covered when the workers can be got to join the Union or go out on strike. Yet they know that the real difficulty consists in keeping up the organization, in financing the strikes, in carrying them to success and in maintaining the good conditions when they are won.

**STAFF OF ORGANIZERS AND A STRIKE FUND.** Our International Union has great responsibilities and a tremendous field. From all parts of the country the organized as well as the unorganized workers of our industry are looking to it for guidance and support. They ask for organizers and leaders, without whom they cannot move the workers. But the moment we start thinking of giving them the support they need the question arises: Where shall we get the money?

There are many ways of saving and economizing in a trade union. There is, however, one way where grudging is false economy and that is economizing in organizing work and in supporting well-prepared strikes. At the present time we are forced to economize in this matter, because we have not the necessary funds. We have no alternative but to grudge and economize.

Our organizing problem can be solved first, by maintaining a staff of organizers and extending their activity over the entire field and second, by accumulating a strike fund, thus insuring the success of every struggle that cannot be avoided. This is so self-evident and so true that it is impossible to imagine any member trying to dispute it. But again the question arises: Where shall we get the money?
ONE CENT A DAY MORE. When we come to analyze the financial situation we shall find that it is all a question of ONE CENT A DAY. Yes, one cent a day more in the weekly dues would settle the problem. If every member agreed to pay one cent a day extra—one cent more than he is paying now—our Union would make wonderful progress in a very short time. If they only realized that one cent a day or eight cents a week per member would render the organization strong and powerful we feel sure they would gladly pay it. It is such a trifling sum that we cannot imagine members raising arguments against it or refusing to pay it. This one cent a day might bring everyone of them $100 a year more in wages. It would equalize the working conditions all over the country; for when the Union will be financially strong our members surely command better conditions all around.

The expenses of running an organization like ours are increasing year by year. They are much higher now than soon after the great strike in 1910. The income, however, has remained stationary. We make great demands upon the officers and leaders; we want them to do for us all manner of good things. By all means, let us try to secure the good things, but let us remember that we cannot get something for nothing.

We must once for all abandon the idea that our Union must not cost us much. A union is to our workers an absolute necessity of life. This our members have learned in the last four years; and just as we cannot get any food, houseroom, clothes and other things without paying for them, so we should not expect to get the benefits and improvements a union brings without paying for them. There is a popular saying, "What costs little is worth little." We all know that when we want to buy a first class article we must pay a good price. Of course, we can get similar articles for a smaller price, but then they will either be second hand or of inferior quality. If we want a superior quality we must pay a higher price.

The Union is our instrument of protection and improvement. It gives us easier conditions of labor. It teaches us how to stand up for our rights in an organized manner and win. These are benefits and advantages of no mean order, and the more superior the union, the richer its funds, the stronger its fighting quality, the higher is the cost of its maintenance. Every union that is worth money costs money and every union that costs money is worth money. No member who belongs to the Typographical Union and pays $2 a month would be so foolish as to change it for a union that costs 60 cents a month. He glances at the list of benefits assured him by the big union, and, if he is wise, he reflects: "Yes, this union costs money, but it is worth the cost, while the cheap union that only costs 30 cents or 15 cents a week is a snare and a delusion," because it cannot move a finger to raise trade conditions.

Our members upon due consideration would rather have a superior union, a union full of promise and power, a union which could do things. We must aim to make our Union a first-class union—a union of high aim and prestige that should be respected by the employers, and this we can only have by endowing it with finances.

We have started gaining organization experience towards the end of 1910 and we have not had time enough to learn. But we are having good lessons and should not fail to profit by them. Only
last year Philadelphia and St. Louis taught us that if the general office had a strike fund the strikes in those cities would have been won. Furthermore, if the employers had known at the beginning that the general office has a big-permanent strike fund, most, if not all, of them would probably have settled the dispute at an early stage and we should have saved an enormous and profitless expenditure. A higher payment per member per year would give us a strong financial standing, would make our employers listen with respect to our demands and would make every member proud of the organization.

How do we compare with other unions? Other trade unions have learned the same lesson, that low dues proves a handicap to the growth and development of the organization, making it practically powerless to improve conditions. The printers, cigarmakers, molders and many others have suffered by the low dues system; and having rectified it they improved conditions and placed their organization on a sound footing.

The members of the International Typographical Union pay $1.00 a month regular dues and 1 per cent of their earnings in addition. Every member who earns $25 a week pays $2 a month in dues. The molders pay 40 cents a week. The cigarmakers pay 32 cents a week. Other unions have similar systems of high dues, and their members pay cheerfully, for they know what benefits they reap therefrom.

We claim to be one of the most progressive unions in America. But just as "charity begins at home," so should progress.

When we insure steady progress in our organization—progress in power and influence over the trade, progress in numbers and material improvements—then and not till then will our progress amount to something to be proud of. This we can only bring about by being able to compare in internal organization and financial strength with any of the powerful unions on the American continent.

In the matter of raising strike funds we are hopelessly antiquated. First we solicit donations from the locals, but since donations in case of a protracted strike cannot be expected to be continuous, we levy an assessment. Our laws provide an assessment of 10 cents for a period of fifteen weeks; but an occasional assessment is the most aggravating thing to our members.

In the early years of their history the aforementioned unions likewise levied assessments for strike funds, but that financial system did not work. To-day they raise a strike fund in time of peace by a definite per capita included in the weekly dues, and assessments are resorted to only in extreme emergency. In this respect other unions are really progressive, having a businesslike and sound financial system.

In case of a prolonged strike our members have to pay all the same. They have paid the cost of the Cleveland strike, and they have paid, and some of them are still paying, the cost of the Philadelphia strike. In the Cleveland strike some of the locals paid in per capita and donations to the International a sum totaling nearly 10 cents every week, so that their weekly dues amounted to 26 cents. In the case of one local—Local 67 of Toledo—the per capita for that year amounted to 14½ cents per week, or weekly dues of nearly 30 cents.

This was repeated in the Philadelphia
and St. Louis strikes. Our members supported these strikes but without a system. The strike committees lived from hand to mouth and there was much uncertainty. The manufacturers concerned knew of the uncertainty and derived strength from it, while it weakened and demoralized the strikers and made success doubtful. A higher per capita would eliminate the necessity of levying assessments and begging for donations. Every member would pay a regular sum weekly and be sure of his benefit in accordance with well defined regulations. And the sooner we introduce such a financial system the better for the Union and our members.

### Estimated strike, legal and incidental expenses

- Estimated strike, legal and incidental expenses: $40,000.00
- Office expenses, including salaries, donations and per capita to other organizations: $25,000.00
- Education, including publication: $15,000.00

**Total**: $100,000.00

**Yearly total**: $400,000.00

The estimated figures for a strike fund are rather below than above our requirements. On computing the figures of strike benefit and expenses, both local and International, for the last four years, including the Cleveland and Philadelphia strikes, we get a total in round figures amounting to $970,000, or an average of $242,500 a year.

This sum did not cover the entire amount, for some locals had conducted strikes and failed to furnish official reports. Then it is necessary for us to make provision for a reserve fund of at least $50,000 to $60,000 a year. After carrying on big strikes we should not get so stripped as to have to borrow money. We certainly need a reserve fund for emergencies.

It is therefore safe to conclude that if the worst comes to the worst and strikes in some centers are rendered inevitable we shall need at least a quarter of a million dollars a year to acquit ourselves with credit, and not to have to apply to outside sources for donations, which never can amount to very much.

By efforts at negotiation and conciliatory settlements we might manage to avoid protracted strikes. But in this...
case it will do no harm to accumulate a strike fund of a million dollars. This is by no means too big a treasury for a union of our size and standing.

HOW IT WILL HELP OUR JOINT BOARDS AND LOCALS. But neither should we starve out our local and joint bodies. The Joint Board of New York, for example, controlling the destinies of about 50,000 members, must not be hampered by lack of funds. The present per capita of 7 cents has proved to be inadequate. By raising it to 8 cents the Joint Board will be enabled to guard the members' interests more efficiently.

We are informed that at present the Joint Board of New York is run on $150,000 a year. No doubt, a good deal of grudging and economizing is being practiced to make both ends meet. The 7 cents per capita seems to suffice in the busy season, when dues paying is pretty regular. The financial pressure arises, however, in the slow season when there is a gradual falling off in the payment of dues. Yet one can never tell when an unforeseen event—a strike affecting 6,000 to 8,000 people in the smaller houses—may occur, a strike similar to that of last year against the sub-manufacturers of New York. Any strike of this kind, coupled with a falling off in dues at the end of the season, is apt to cripple the Joint Board financially when it is run on a 7-cent per capita.

"To be forewarned is to be forearmed," says an English proverb. Our members must not allow their Joint Board to reach such a dangerous point. Just as in the case of the International so in the case of the Joint Board, stinginess in organizing work, or in efforts to protect the members' interests, is false economy. By raising the per capita to 8 cents it will be able to make due provision for an increasing expenditure and for emergencies such as a strike affecting thousands of members. The Joint Board should be allowed an income of $200,000 a year. An 8-cent per capita would just yield this amount, and it would certainly enhance its prestige if it were enabled to have a balance of $200,000 in its treasury. Under this system the International will pay strike benefit, but the Joint Board will have to defray strike expenses.

Any deficit now incurred in connection with its publications would be entirely eliminated. The International Union, under any circumstances, should be considered the most competent body to publish any sort of publication decided on, for the entire Union and all its locals.

We are looking forward to the formation of similar strong joint boards in other centers of our industry. Everywhere these bodies need to be similarly equipped. We must allow for natural expansion in the future and make due financial provisions. Our administrative bodies—joint boards and district councils—cannot and must not live from hand to mouth.

Our locals under the suggested financial system will have left 8 cents in their local treasury, and by having strike benefit eliminated they will be able to establish other funds for the benefit of the members. This is a praiseworthy aim for any local to aspire to. The 8 cents will enable every local to create distress or sick funds in accordance with its local needs.

Sooner or later our members must recognize that by placing the Union on a sound financial footing they thereby
place themselves in a position of great advantage. Employers respect a labor organization which is strong numerically and financially, and they respect the employee who is connected with such an organization.

We invite discussion on this most important subject.

**WE MUST HAVE A DISTRICT COUNCIL**

By resolution No. 102 the Cleveland convention went on record in favor of re-establishing the District Council of New York, and instructed the General Executive Board to carry out the resolution. We find, however, that some local representatives raise various objections and arguments against a district council. Let us here briefly discuss some of these objections and show why we must have such a central body.

One of these arguments is that there is no need of a district council because the International Union is supposed to watch over the interests of the various locals, and do such organizing work in connection with their trades as may be required. Evidently those using this argument do not clearly perceive the scope and object of a representative body of this kind. They may not realize that a council embracing the various branches of the trade in one city is part of the machinery of the International Union in that city. If properly organized, it should prove very helpful to the International officers. Coming in frequent contact with the representatives of each local and gaining from them first-hand knowledge of local conditions and requirements, the council will have each case or situation at its fingers' ends. So that whenever and whatever action is necessary, the International may have at its disposal accurate and reliable information instead of having to search and investigate—a process that does not always work smoothly and causes needless delay.

Another contention against the necessity of a district council is based on clannish self interest and for that reason more deeply rooted. This is expressed somewhat as follows: “Every trade has its peculiar problems, best known to its own local representatives. Every local has enough trouble of its own and cannot devote any attention to the troubles of other locals. The active members of locals are neither familiar with each other’s peculiar problems nor interested in them.” Hence they feel convinced in their own minds that it is more advisable for every local to look out for itself only.

A similar selfish contention is that advanced by some members connected with the Joint Board of New York. These maintain that having a joint board they therefore do not need a district council. The Joint Board uniting their industry seems to them to cover their entire obligation in the matter. The selfishness in this case is not that of one local but of a group of locals.

...
intentions seem to forget that every local is a part of the International Union which embraces them in one bond of unity. This unity cannot be accomplished otherwise than by each local feeling deeply interested in the affairs of its sister locals and being prepared to help them whenever occasion demands it. It is their moral obligation to make themselves familiar with them and to develop a strong interest in each other's affairs.

What, then, is the meaning of SOLIDARITY which is supposed to be the watchword of the labor movement? Don't we go much farther than the confines of one trade in our efforts to proclaim our solidarity with other trades and industries? Are we not ready on occasions to fraternize on grounds of solidarity with the hod-carriers, masons, teamsters, and other workers? What is the meaning of the United Hebrew Trades, Central Federated Union or American Federation of Labor, if not to give expression to this idea of solidarity and help to protect each other? Do we imagine solidarity to be an empty, meaningless word, to be used on festive occasions for the purpose of getting up enthusiasm, or does it stand for something real and useful because it helps to break down the barriers of prejudice and selfishness and to unify us in the cause we all have at heart?

Seeing that we express this solidarity with other trades and industries, even with those of other countries, shall we then deny it at home, in our own industry? Any opposition to the formation of a district council on the above-cited grounds just amounts to a denial of solidarity in practice, while we loudly proclaim it in theory. Consider the matter in this light and at once you realize how untenable and contradictory are the contentions against a district council.

Influnce But there is yet another powerful reason why we must have a district council, and why every local should take a thorough and abiding interest in the internal affairs of all the other locals in every city.

The moral effect that trade unions have on each other is tremendous. Any good a union does, any uplift movement it carries through with success, any stout resistance it can offer to oppression, any heroic fight it makes for betterment does not only redound to its credit but finds an echo in other trades and industries, inspiring other workers to follow the good example.

We have seen this in our own industry. Towards the end of 1909 a small band of women workers in the waist and dress trade had started what seemed an insignificant movement for organization and better conditions, which gradually spread to the entire needle industry, and created unions in various trades with a total membership of at least 200,000. The partial success of the waist makers' strike of 1909 inspired the cloak makers seven months later to strike a blow for union recognition and abolition of abuses that had ruled in the trade for many years. The report of the cloakmakers' success in New York rapidly spread to all parts of the country. It led employees to organize and employers to recognize and respect their wishes and demands. The victory re-echoed everywhere, and presently similar victories followed among the neck-wear makers, Chicago tailors, furriers, clothing workers, white goods and other workers. And this upward movement
is still going on and spreading in every direction.

Yet it had its origin in very small beginnings. Its pioneers never dreamt that it would develop into such huge proportions. Before 1909 the cloakmakers, waistmakers, tailors and other workers in the needle trades had almost lost hope of ever having a strong union. It was in sheer despair that in November, 1909, the Waist Makers Union, consisting of less than 100 members, decided to call a general strike, because all the same they had nothing to lose. And that apparently insignificant agitation has developed into our present powerful organizations with their several busy offices, and numerous staffs of business agents, clerks and office workers. Our district council starting with mere discussion of complicated trade problems is likewise destined to have far-reaching results.

The war in Europe furnishes us with a good example of how small things may produce tremendous effects. The heroic stand of the insignificant Belgian army, holding in check the huge trained armies of Germany, has called forth the admiration of the whole world. Here is a small country with a population of about six and a half millions, and a standing army in peace time of no more than 51,000, which Germany had never reckoned with as a factor in the war. Yet this small nation, though unprepared, makes the stanchest defence in history, keeping the German arms at bay for several weeks.

We have several small weak unions which are greatly in need of the encouragement and moral protection of the better organized and more prosperous trades. By the timely help and advice of a district council; by concentrating its forces on one of these trades any one of our small unions might be rendered as heroic and efficient as the small Belgian army, and not only achieve success for itself but indirectly influence the course of events in the entire industry. This is the true significance of trade unionism: ONE FOR ALL and ALL FOR ONE, and should be the motto of our district council.

Progress in any one direction must eventually result in progress all around. And moral effect works both ways. Demoralization spreads and influences the course of events no less than success and encouragement.

There is no need to dwell on the demoralizing influence any ill-success, however unimportant, has not only in our trade but on the entire labor movement. By neglecting our smaller unions, by thinking that we have no business with them, we ultimately bring shame and discredit on our larger unions. When unfair and unscrupulous employers are able to take advantage of a poorly-organized trade it is an encouragement to other employers to defy the union and thwart its efforts.

When we come to analyze the causes of defeat we find that they are due to mistakes, undue haste, lack of foresight and lack of war supplies. By taking frequent counsel together and by fully appreciating each other’s difficulties and methods we learn how to avoid errors. A properly organized district council would afford us this opportunity and give us the habit of due deliberation and caution. This our well-organized unions need no less than the smaller ones.
In fact, the bigger the union the greater the need for caution. Compared with previous years several of our unions now have fairly good agreements. Aside from present advantages the flexibility of the protocols renders them capable of expansion and improvement. They are thus replete with future promise. But to maintain them and make them yield all that is coming to us by their provisions great tact and caution are indispensable.

Our district council can be made a training ground for acquiring tact and caution. The representatives of our various locals in New York, coming together at regular intervals, learning of each other’s needs, exchanging opinions and experiences, will learn that hasty and precipitate action is fraught with danger to all concerned and that “discretion is the better part of valor.”

Another cause for anxiety as to the success of a district council is the necessity for its sound administration and good management. We want to assure those of our members who cherish this anxiety that the general officers are even more concerned and anxious about this necessity. We may be sure that they will profit by past experience and do their very best to lay the foundation for efficient management right at the start. The general officers fully understand their duties in this regard, and they expect of the members and local officers to give their full, earnest and enthusiastic co-operation. Remember that in organization matters nothing great and lasting is ever achieved without strenuous efforts, self-sacrifice and devotion to the cause. The help and assistance rendered through the district council by the stronger unions to the weaker ones will knit all of them together in a close, fraternal bond and in the end help us all.

Our columns will be open to any of our readers who may wish to express their opinion on this subject and we shall gladly reply to any one seeking further information.

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General Executive Board in Session.

EXTRACTS FROM THE MINUTES.

The monthly meeting of the New York members of the General Executive Board was held on August 7th, 1914, at 32 Union Square.

President Schlesinger in chair.
Absent—Dubinsky and Kleinman.

REPORTS.

General Secretary Sigman reported that owing to the outside activities of President Schlesinger he had been occupied almost entirely with the management of the office. He had, however, attended a mass meeting of all the Boston locals when Local No. 7, Raincoat Makers’ Union, was installed.

A conference of all the New York locals not affiliated with the Joint Board of the Cloak and Skirt Makers’ Union had been called for the purpose of carrying into effect the resolution adopted at the Cleveland Convention to organize a Joint Board or a District Council in New York. After holding two conferences it had been decided that in order to carry out the provisions of the Constitution, the District Council must be composed of all the New York locals. The conference had been held on August 8th, 1914.

Reports from locals in many cities indicated that unemployment was widely prevalent. Many cases of individual distress had come to the notice of the general offices.

Secretary Sigman asked the Board to decide upon a fixed amount of organizers’ expenses.
henceforth the organizers and been receiving $4.00 a day for seven days in the week, but there never had been any official decision. A number of urgent requests from out-of-town locals had been received that President Schlesinger should visit them. In his opinion it would be advisable to take notice of the said requests.

Three applications for charters had been received, one from the Chicago Cloak and Skirt Pressers, one from the Toledo Cutters and one from the Custom Ladies' Tailors of Montreal. He visited the executive board and member meetings of various locals but since Brother Schlesinger had been more active in this direction, he would leave it to him to give an extensive report.

President Schlesinger reported that during the last few weeks, or rather since the adjournment of the last General Executive Board meeting, he had devoted much time to the New York Joint Board, all its important committees and the executive boards of its affiliated locals and he had actually spent from four to five hours every day in the offices of the Joint Board, settling protracted disputes and introducing system and order in the various departments. Heretofore business in the Joint Board offices had been conducted in a very loose way. One department had no connection with the other. Every department could have been compared to a big ring with the connecting link missing. There was no manager to co-ordinate the business of the various departments to whom all the district managers, business agents and other help should be responsible. Had not the conditions in our trade this year been so bad and had our people not suffered so much from idleness and misery, the effect of his work would have been seen already. But owing to the terrible depression in business generally and in our industry particularly, it remains to wait until work begins to see the effect of his organizing and administrative work. President Schlesinger expressed his belief that the efficiency in the Joint Board offices during the last five weeks had improved 100 per cent.

He had given up a great deal of his time to the Waist and Dress Makers' Union, Ladies Tailors' Union, White Goods Workers' Union, Children's Dressmakers' Union and every local of our International in Greater New York. He had acted as chief clerk and as member on the Committee of Immediate Action in the Protocol Division during Brother Hillman's vacation. He had attended every meeting of the Board of Grievances and had settled many disputes with the United Cloak and Skirt Manufacturers' Association, Dress and Waist Manufacturers' Association, Children's Dress Manufacturers' Association, and had helped Local No. 38 to draw up the new agreement with the Merchants' Society of Ladies' Tailors.

Several small locals, continued President Schlesinger, had applied for financial assistance to enable them to carry on their work during the present dull season. Both he and Secretary Sigman had decided to help a number of locals financially with various sums to tide them over the bad times.

Brother Halpern had resigned as organizer for Local No. 56, the reason being that he had accepted the organizership of his own local, No. 9. Since it was so dull in the Children's Dress trade, the President recommended that the question of putting on a new organizer for Local No. 56 be postponed for a few weeks.

He had made arrangements with the Joint Board of New York, the Ladies' Waist and Dressmakers' Union, and the Cutters, Local No. 10, that each and every one of these organizations should contribute a certain amount every week to the International office towards the maintenance of a staff of organizers in New Jersey. The Joint Board had decided to pay $75.00 a week, the Ladies' Waist Makers $40.00 and the Cutters' Local No. 10 $25.00 a week. The New Jersey office was being managed now by our General Organizer, Brother H. Dubinsky.

Reports of the President and Secretary-Treasurer were adopted and actions approved. Agreed that out-of-town organizers should be allowed $4 per day expenses for six days in the week, except the organizer for New Jersey, who should be allowed $2.00 per day expenses, including car fares.

Communication read from Brother Rosenberg to the effect that he had visited Local No. 75 of Worcester, Mass., where he had found conditions to be below the general standard. The people there wore very long hours and receive very low wages. There are four cloak and skirt shops where 100 people are employed. He had addressed a meeting there last week and he will address another meeting the following Thursday. At that meeting the committee appointed to draw up demands on the manufacturers will make its report. Brother Rosenberg was of the opinion that only a
strike would the Worcester people be able to raise the conditions of labor.

After a lengthy discussion it was decided to approve the calling of a strike in Worcester, Mass., if a peaceable adjustment cannot be reached by Brother Rosenberg.

Agreed to approve the action of President Schlesinger in advising Secretary Bras of the Tailors' Industrial Unions to call a conference of the three International Unions in the needle trade, to be held in Washington, for the purpose of discussing the question of amalgamation.

The Philadelphia situation was then discussed at some length. Upon motion agreed that a meeting of the New York members of the Board be called after President Schlesinger had completed his investigation into the Philadelphia situation.

Agreed that the President and Secretary proceed with the organizing of a District Council of all the New York locals, and that they be authorized to contribute as much as $50.00 a week towards the maintenance of such a council.

At the Saturday session the General Secretary-Treasurer informed the members of the Board that he had received a request from the Embroidery Workers' Union for German Constitution books. Agreed to get an estimate of cost and report to the next meeting of the Board.

In regard to request from Local No. 106, Ladies' Tailors of Stockton, Cal., for financial assistance for the thirteen members who were locked out by the Employers' Association, for no other reason than being union workers, agreed to leave the matter to the discretion of the General Officers.

Communication read from the Hebrew Sheltering Immigrant Aid Society of America requesting financial assistance. Agreed to inform this Society that the International Union has no funds for such purposes but will refer their request to our local unions.

Communication read from Local No. 15, Ladies' Waist Makers of Philadelphia, requesting financial assistance. Agreed to refer this request to the General Officers.

Communication read from Local No. 52, Garment Workers of Los Angeles, Cal., requesting financial assistance. Agreed to leave this to the discretion of the President and General Secretary-Treasurer, and the Secretary to communicate with the local and ascertain the exact situation.

Communication read from Dr. Paul Abel that a few months ago the General Officers had made arrangements with him to draw up amendments to the existing protocol in the children's dress trade, for which the manufacturers and the Union agreed to pay him $1,000. He therefore requested the General Executive Board to pay the Union's share of $500.

Agreed to pay the amount upon ascertaining the nature and circumstances of the arrangement.

Communication read from a committee of a certain shop under the jurisdiction of Local No. 1 protesting against a fine imposed upon them by the local for deducting 10 per cent from the original price settled for a certain garment. The committee contended that the garment on which they reduced the 10 per cent was made of cheaper cloth, therefore they believed the fine was entitled to this concession. Agreed to refer this matter to Organizer Am for investigation and adjustment, if possible.

Appeal from Brother Cametti against the decision of the Appeal Committee of the Joint Board was referred to the General Secretary-Treasurer for action.

Brother Dubinsky called attention to the difficulties encountered with new members in New Jersey owing to the high initiation fee. They apply for membership but do not want to pay the fee ruling in New York. He did not want to take the responsibility of fixing the amount. Agreed to take this matter up with the Joint Board of New York.

Vice Presidents Lefkovits, Halpern and Metz were appointed a committee to act on the appeal of Brother Saretsky against a fine of $15 imposed upon him by Local No. 25.

The cities of Boston, Philadelphia and New York were named in connection with the next meeting of the General Executive Board. Agreed to submit these names to a vote of the Vice Presidents.

Respectfully submitted,

M. BRISON,
General Secretary-Treasurer.
THE LADIES' GARMENT WORKER

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INTERNATIONAL LADIES' GARMENT WORKERS' UNION
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How We Are Advancing

A DISTRICT COUNCIL FOR NEW YORK.

The constitution of our International Union provides that "where there are two or more local unions in one city or locality • • • they must form either a Joint Board or a District Council, or both." The Joint Board shall consist of delegates from locals engaged in any one particular trade in the city. The District Council shall consist of delegates from all the local unions in all branches of trade of any one city or locality.

The functions of the Joint Board are to promote harmony among the locals, decide on appeals of members against their locals, to call, conduct and settle strikes and lockouts of the locals affiliated thereto, and deal with general trade questions arising from time to time in the shops in which its affiliated members are employed.

The functions of the District Council are to preserve harmony among the locals, decide controversies and adjust all differences arising among them before the same are referred to the General Executive Board. It is especially its duty to organize all the branches of the ladies' garment trade of the locality and work for the general welfare of the locals.

The District Council should aim to concentrate the strength of all the locals on organizing effectively one branch of trade, if necessary, with the object of attaining for the workers a larger share of the fruits of their toil. It goes without saying that the General Executive Board will at all times be prepared to help
the District Council as far as possible.

Up to 1910 such a District Council existed in New York, but its efforts were not attended with success. Evidently the locals did not co-operate to make it a success.

At the last convention in Cleveland a resolution, introduced by some of the New York delegates, instructing the General Executive Board to re-establish the District Council in accord with the constitution, was unanimously adopted. This shows that the sentiment for a central body of this kind prevails among the New York locals to a large extent.

On August 8th a conference of the locals in New York, convened by the International, was held at the general office. Twelve locals were represented, including several of the largest unions affiliated with the Joint Board of the Cloak Makers' Union. The conference unanimously decided to launch the District Council without delay. There can be no doubt that the Council will do good work for the workers in the industry, particularly for the smaller locals, promoting unity, harmony and consolidation of forces that will inspire respect among friends and enemies.

BROTHER G. WISHNAK, MANAGER OF THE CLOAK MAKERS' UNION.

On Saturday, August 16th, the Joint Board of the Cloak and Skirt Makers' Union of New York unanimously appointed Brother George Wishnak as general manager. Brother Wishnak is well known not only among the cloak makers, but also in labor circles generally and has many administrative qualities indispensable to union officers.

The Joint Board has had no general manager since the general strike of 1910. The affairs of the Union have been carried on by district managers, assisted by a number of business agents. Naturally, lack of system and co-ordination, such as might have been installed by a general manager supervising and arranging the work of the officers, was clearly felt. The need of one man to direct the activities of this huge organization was evident all the time.

When Brother Schlesinger had been elected president of the International at the Cleveland convention he immediately upon his return to New York applied himself to the work of the Joint Board offices and introduced a good deal of system and order. It is, however, impossible for President Schlesinger to continue this extensive work for the Joint Board, for he has many and insistent calls on his time and attention in connection with the wider affairs of the International Union. As the work of the Joint Board could not be allowed to drift back to the confusion of former times, the Board of Directors of the Joint Board recommended the appointment of a manager and Brother G. Wishnak was named for the office with the approval of the locals.

President Schlesinger will continue to interest himself in the affairs of the Joint Board and will give Brother Wishnak every assistance. Other International officers will likewise render such services as they can.

We trust that the officers and members of the cloak and skirt makers' locals will heartily and fully co-operate with the Joint Board and Brother Wishnak in promoting the good and welfare of the organization. We congratulate them on this step to place the management of the great Cloak Makers' Union on sure and stable foundations. We feel certain that it will redound to the members' benefit.

INSIDE AND OUTSIDE WORKERS.

The question of the inside and outside workers in the cloak and skirt trade is again engaging the attention of the Joint Board of New York. What appears to be necessary is to introduce an arrangement whereby the workers employed directly by the manufacturers and those working for outside contractors shall have the work apportioned to them in such wise as to prevent competition and assure an opportunity to all to earn more or less in order to scrape through the bad seasons.

At present the work proceeds in a haphazard manner and there is dissatisfaction among both groups of workers. Each group claims that the work is monopolized by the other and thus the harmony is disturbed.

The Union must arrive at a plan to provide every one of the 50,000 members, whether they work inside or outside, with a share of the work, both in the brisk and slow seasons, as far as possible. Of course, we must always expect a certain number of unemployed people, especially in the slow seasons, whom it is impossible to provide with work.

At present a contractor may do work for fifty manufacturers and his employees may have more work than they can do. Similarly a manufacturer may give out work to any number of contractors without regard to his
SEPTEMBER, 1914

ability to keep them fully supplied, even in the height of the season. In many cases manufacturers do this with the object of keeping up constant competition among the contractors themselves and particularly among the workers of the outside and inside shops.

Naturally we shall have to secure the cooperation of the manufacturers in any effort to solve this vexing problem. The Board of Directors has appointed a committee to devise a practical plan. We trust that the Union and Association will soon arrive at an understanding on the matter and that we shall be able to dispose of a thorny problem which causes jealousy and misunderstanding among the inside and outside workers.

A HIGHER SCALE FOR CUTTERS.

Our readers will remember that included in the new amendments to the Protocol which the Joint Board had last year presented to the Cloak Manufacturers’ Protective Association was a demand for a higher scale for the week workers.

The Cloak Tailors’ Union, Local No. 9, asked for an advance in wages to the sample makers (now organized separately as Local No. 3) and a higher standard for the finishers, who are piece workers.

Locals No. 10, Cutters, and No. 35, Pressers, exclusively week workers, called for a higher scale of wages.

Then the piece workers, Operators of Local No. 1, Skirtmakers of Local No. 23, and Buttonhole-makers of Local No. 44 called for a higher standard and in addition Local No. 25 asked for a higher scale for its week workers, namely, skirt finishers, dressers, basters and cleaners.

The manufacturers declined to entertain these demands and the matter was referred to the Board of Arbitration.

The Board of Arbitration held a session on August 4, 1913, heard arguments pro and con and ordered an investigation into the yearly average earnings of the workers.

Towards the end of September 1913 the statistical board submitted a preliminary report with the result that the Pressers obtained an advance as follows: Full-fledged pressers, from $31 to $23.50 a week; under-pressers from $18 to $19.50; skirt pressers from $19 to $21, and skirt under-pressers from $15 to $16.50. The part pressers likewise secured a raise in wages.

These advances came into force October 1, 1913.

In regard to the claim of the Cutters, Local No. 10, the Board of Arbitration explained that it was not ready to give its decision until the work of the Statistical Committee was considerably advanced, and expected to meet for this purpose about July 14th, 1914. So far no action has been taken and the question of a higher scale for the cutters is still in abeyance.

The matter will shortly be taken up by the International Union. Meanwhile we hope the Board of Arbitration will give a favorable decision and that the cutters will secure a wage which will enable them to get a decent living.

AN IMPARTIAL CHAIRMAN IN WAIST AND DRESS TRADE.

The Waist and Dress Makers’ Union, Local No. 5, the biggest local of our International, in course of last month has submitted a proposition to the Dress and Waist Manufacturers’ Association for the creation of a Committee of Immediate Action with an impartial chairman to decide on all cases where agreement between the two parties cannot be reached.

The Manufacturers’ Association has agreed to the proposition which will shortly be carried into practice. In the cloak and suit trade there has been an impartial chairman for nearly a year.

It will be remembered that in January, 1913, Local No. 25 had entered into a Protocol agreement with the Dress and Waist Manufacturers’ Association. A machinery was provided for settling shop disputes either through the clerks of both sides, or failing agreement by the clerks, through the Grievance Board, composed of five representatives of the Union and five of the Association. In the event of disagreement in the Grievance Board, the cases should be submitted to the Board of Arbitration, and its decision should be final.

But the process involved in referring cases first to the Board of Grievances and then to the Board of Arbitration is necessarily a protracted one. Even in urgent cases a delay of a few days may frequently occur in getting the Grievance Board together. Then the Board may disagree and a deadlock may ensue; and since the Arbitration Board is an honorary body, and it is neither advisable nor becoming to make repeated calls on its members, weeks may elapse, entailing loss and injustice to the employees concerned, particularly when the cases involve employees who are laid off or discharged.

Now let us see the methods pursued by the
Committee of Immediate Action and the scope of the impartial chairman's work.

First of all both sides agree on the person to be selected for the office of chairman, who is paid by both. He is usually located in the office of the Union or Association, and when the deputy clerks of both sides cannot agree on a case the chief clerks immediately submit the matter to the impartial chairman, whose decision is binding on both parties and has to be lived up to.

Of course, there may be an appeal from his decision to the Board of Arbitration when any one of the parties is dissatisfied, but until the Board approves or reverses the decision the verdict of the impartial chairman is binding.

Under this system it is not necessary to wait several weeks for the determination of a case; it is determined within a day or, at most, two days. In many cases the impartial chairman proceeds to the shops accompanied by the chief clerks. A hearing is given to both sides and a decision is rendered there and then. Both employers and employer know the disposition of the case. Friction is avoided and the work proceeds without undue delay.

Of course, one side must lose, but the process is quick and cases are promptly disposed of. The Joint Board of the New York Cloak and Skirt makers' Union has been working on this system for many months with satisfactory results. We hope that this new improvement will greatly benefit the members of Local No. 25.

THREE NEW LOCALS.

Last month we received three applications for charters. One of these was from the Custom Ladies' Tailors of Montreal, Canada.

Our International has several well-organized locals in that city, while the ladies' tailors were always lagging behind. Now they too have come to see that only by joining hands with all the organized ladies' garment workers can they improve their conditions. They appear to be earnest, intelligent and determined to build up a strong union. The new local will be known as Custom Ladies' Tailors' Union, Local No. 51.

The second application was received from Organizer S. Martin for the cutters of Toledo, Ohio. Brother Martin, who organized them, thinks they are quite a promising element. From the zeal they display in the organization it is evident that they will make a strong effort to get every cutter into the Union. This local has been chartered as Ladies' Garment Cutters' Union, Local No. 76. Our Local No. 67, the cloak makers of Toledo, is firmly established and the two locals will do much to improve trade conditions.

The third application came from the Chicago cloak pressers. Until 1911 they had a separate local, but they amalgamated with the Chalk Makers' Union, Local No. 44, of that city. They have now come to the conclusion that by being organized separately they will be able to devote more attention to their own trade. This opinion is shared by Brother Glassma, our general organizer for Chicago and vicinity. The local has been chartered as Cloak and Suit Pressers' Union, Local No. 15.

OUR NEW LOCAL, NO. 9.

Our new Local, No. 9, consisting of sample makers and piece tailors, has been installed in July. Herefore the sample makers had been members of Local No. 9, together with the finishers. It has, however, been thought more practicable to give them a separate charter. They are highly skilled workers and are ranked next to the designers. In fact, the designer depends much for his success on the sample maker. It is expected that this local will give a good account of itself in the near future.

CONFERENCES IN THE LADIES' TAILORING TRADE.

Conferences have taken place between the Ladies' Tailors' Union and the Merchant's Society of Ladies' Tailors for renewing their agreements for the coming two years. While no final settlement has been effected, both parties have come to an understanding on most of the points involved.

Some new amendments have been made the feature of the new agreements. For example, according to the old agreement the Ladies' Tailors were entitled to three legal holidays during the year, to be paid, however, only when they were working during the entire week. The new amendment provides for only two legal holidays, with the difference that they are to be paid for them whether or not they work that week. They are election day and Washington's birthday.

The old agreement contains no provision in reference to helpers. In the new one it is prescribed that after a helper has worked in one shop for a year he is to be raised to the status of a full-fledged tailor the next year and get
the scale of $24 per week. After the second year he is entitled to the full scale of $37.

The new agreement provides definitely for a Grievance Board to consist of two representatives of the Union, two of the Association and a fifth to be elected by both sides as the impartial chairman.

The 48-hour week and all other points remain as in the old agreements.

The overtime question still involves the following disagreement: The Union asks for 60% on the hour while the Association offers only a raise of 50%. It is to be hoped that a way will be found to settle this point.

There is still another question in dispute. The employers insist on the creation of a permanent board of arbitration to which the Union objects on the ground that a board of grievances, with an impartial chairman, renders an arbitration board superfluous except on rare occasions, when such a board could be easily appointed for the emergency. Of course, this question should not stand in the way of a final settlement.

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OUR ORGANIZING WORK IN NEW JERSEY.

Within the last two years New Jersey, and particularly Hudson County, has become a center of cloak and skirt production. The employers consist mostly of sub-manufacturers and contractors who try to stifle union influences in order to be free to exploit their employees who make work at low prices and compete with the workers of New York.

New Jersey also has factories that manufacture waists, dresses, white goods and so forth.

About a year ago the Joint Board of the Cloak Makers' Union of New York opened an office in Newark and made an effort to organize the workers in those factories. The field is by no means an easy one, owing to the stringent anti-labor laws. The efforts of the Joint Board did not prove very successful.

At the first meeting of the General Executive Board, after the Cleveland Convention, New Jersey State was recognized as an important section of the field requiring strong organizing efforts and Vice President H. Dubinsky was appointed organizer.

Brother Dubinsky has a good record behind him. He is energetic and devoted to the work. His organizing endeavors were everywhere crowned with success.

Last year he conducted a strike of the raincoat makers in New York. The fight was a determined and bitter one, but he brought it to a successful conclusion. He infused courage and energy into the strikers and they bravely stood their ground till final victory.

Brother Dubinsky has been in New Jersey only a few weeks but he has already made his presence strongly felt among the employers. The workers respond to his call and there can be no doubt of the final result.

This is evident from the fact that a certain employer of Jersey City, Shuskefsky by name, the foremost of the non-union employers, whose shop Brother Dubinsky attempted to tackle, came to the union office accompanied by police and arrested him with his staff of three organizers. They were charged with intimidation.

When the case was called in court the "frame up" nature of the charge was instantly revealed. Judge O'Brien dismissed the charge with the statement that the organizers had a right to picket the shop and persuade the workers to stay away. He further warned the employer that upon a repetition of such charges he will hold him responsible before the law. A fair statement of this kind by a judge of New Jersey is a hopeful sign for the future.

Much credit is due to Brother Felton, the president of the Central Labor Council of Hudson County, N. J. He is doing all in his power to help Organizer Dubinsky. Brother Felton has great influence in the district and his help counts for much.

As already indicated, Brother Dubinsky has three assistant organizers. It may be explained that President Schlesinger arranged with the Joint Board of New York, the Waist and Dress Makers' Union, Local No. 25, and the Ladies' Garment Cutters, Local No. 10, who are interested in organizing work in that State, that all the work should be under the supervision of the International organizer. The Joint Board has agreed to place in the field two organizers, Local No. 25 two organizers and Local No. 10 one organizer. If necessary, the International will put on additional organizers to carry on a vigorous campaign and bring the workers into line.

We are confident that the workers of New Jersey will shortly be flocking to the organization and will have the same labor conditions as the cloak makers and waist makers of New York.

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ENTHUSIASTIC MEETING IN PHILADELPHIA.

It rarely happens in the labor movement
that after a strike of six months' duration had been called off the strikers and the union standing by them should retain their courage and determination and develop fresh resources to renew the struggle, if need be, within six months. The cloakmakers of Philadelphia are in that rare position to-day.

It was made possible by the powerful International Union with which the Philadelphia cloakmakers are affiliated and by the willing support of strong sister locals throughout the country.

The mass meeting held on Tuesday, August 25th, at the Academy of Music, the biggest hall in Philadelphia, was evidence of the workers' attitude.

By consensus of opinion Philadelphia has never witnessed a meeting of such magnitude and enthusiasm. About 4,000 people were assembled within the hall and 2,000 remained outside, for whom it was necessary to hold an overflow meeting.

The speakers were Ab. Cahan, the editor of the Jewish Daily Forward; B. Schlesinger, president of the International; M. Sigman, International secretary-treasurer; Samuel Gompers, president of the A. F. of L.; J. Uhrlieh, president of the Central Labor Union; James Maurer, president of the State Federation of Labor; William Gray, the attorney of the Union; H. Weinberg and M. Winchevsky, the secretary-treasurer of Local No. 35. Max Am- dur, one of the International vice-presidents, was in the chair. The speakers' utterances were frequently punctuated with vociferous applause.

A resolution to this effect was adopted unanimously:

"Whereas, The workers find it impossible to endure the present conditions in the cloak and skirt trade in Philadelphia, and are determined to inaugurate a change for the better, such determination being evident from the unanimous sentiment prevailing at this meeting;

"Resolved, That the General Executive Board of the International is authorized to formulate demands on the manufacturers and endeavor by conciliatory methods of negotiation to obtain concessions. Failing this they are herewith empowered to call and conduct a general strike and fight on until the demands of the workers are conceded."

SLEPIN'S BANKRUPTCY.

A few weeks ago the papers from Philadelphia reported the bankruptcy of a certain Morris Slepin, a cloak manufacturer. This item of news had but little significance for the general public. For those, however, who took a close interest in the last big strike in Philadelphia this occurrence is of vast importance.

Morris Slepin, one of the big cloak manufacturers in Philadelphia, like, most of his ilk, played the role of a "big gun" and thought that he was justified to act with his employees according to his heart's desire. When the strike took place Slepin was among those who displayed the most obstinacy in fighting the workers.

The report in the papers says that the Slepin firm's fortune has dwindled down for the last few years from $100,000 to $20,000 and the liabilities of the firm exceed far more than that amount.

Slepin fell as victim. He is an example of the bigoted obstinacy and hardheadedness of his class. Some of them lost their standing as business firms already; others will follow suit quickly, and the workers of Philadelphia and other towns have the opportunity to convince themselves that the power of organized labor is stronger than the power of purse of the manufacturer. The question of the recognition of the Union, of regular wages and decent working conditions must and will be settled in spite of the obstinacy of a handful of employers here and there.

AN ORGANIZER FOR THE EMBROIDERY WORKERS—LOCALS 5 AND 6.

As already reported in our August issue, two unions in the embroidery trade in New York and New Jersey had joined our International. This trade has begun to develop on a large scale in America within the last decade, by various manufacturers in this country. In years past some of the embroidery required was made by hand, and most of it was imported from Germany, where this industry is more developed.

The growth of the industry in this country has led to the importation of the machinery used abroad, and from 8,000 to 10,000 people, mostly skilled German workers, now find employment in the manufacture of embroidery. But there are also Jewish and other workers.
Considerable improvement has been effected in the machinery, and one machine, invented in Switzerland and imported by American manufacturers, is said to have greatly increased the output. Another machine marking a far greater improvement is almost of a prohibitive price for small manufacturers so to be imported; is costs from $3,500 up.

Owing to the war in Europe, all importation of machinery has practically stopped and manufacturers are much disappointed. Nor is it possible to import the particular kind of embroidery that the trade was accustomed to get from Germany and Switzerland every year. These causes have produced great changes in the trade. The season has started earlier than usual and work is plentiful. The manufacturers require their employees to do night work. Those employers who are lucky to have the machines have introduced two shifts.

Brother Seidel, the general organizer of the embroidery workers' locals, informs us that there has never been such a brisk season in the existence of the trade, and therefore the present is the most favorable time to completely organize the workers. This, however, is no easy task to accomplish by local effort alone, owing to the trade being spread over two States—New York and New Jersey. Both Locals No. 5 and No. 6 have more work than one organizer can do.

The general office has appointed an organizer—one of the trade—to assist Brother Seidel. Brother Dubinsky will likewise render every possible assistance to organize the embroidery workers in New Jersey. By concentrating our efforts success will be certain. The International Union will do its part to help the embroidery workers. Let the members of Locals No. 5 and No. 6 do their full duty and endeavor to uplift the trade while they have the opportunity.

DIFFERENCES ADJUSTED IN BOSTON.

We have many reasons to believe that Boston will become a better organized city as far as our trades are concerned.

Brother Rosenberg, our New England organizer, and manager of the Boston Joint Board, goes on with his work in a regular way. The Pressers, Local No. 12, had on its hands a couple of strikes lately. They took place in two shops belonging to members of the Manufacturers' Association, after it became evident that no other way of enforcing Protocol rules in these shops was possible. Both strikes were won and in one instance the employer paid out to the workers $54 for time lost. It appears that the evil in Boston consists mainly in the fact that many of the manufacturers won't realize that it is in their interest to deal fairly with their workers and the Union. When they act to the contrary, as many of them did, or when they even contravene the decisions of their own Association, they make such an impression on their workers that these lose every shred of confidence in them, which in turn leads to all possible trouble.

Last week there occurred a stoppage in the shop of Joseph Rudy. It was brought about by the insistence of this manufacturer, who is, we must admit, one of the fair men in the trade, that his employees should make garments in his shop before the work prices on them were settled. President Schlesinger of the International, who was in Boston, settled the matter with Mr. Kopeloff, chairman of the Executive Board of the Manufacturers' Association. They agreed that in all cases prices must be settled before work commences, as the rule has prevailed in Boston right along, excepting that in cases of extreme emergency some leniency should be allowed. In the case of the Rudy shop, where six days passed without prices being fixed, the workers were in the right.

ACTIVITY IN WORCESTER, MASS.

Worcester, Mass., has of late years grown up as a center of ladies' garments. There are in this town cloak and suit shops, waist, white goods, kimono and corset factories, and the number of women and men workers reaches into thousands.

Worcester, by all these indications, should have logically been the place for the growth of a few strong, live locals. The fact is, sadly enough, that the general union movement in the city has not been strong enough to draw our workers into the ranks of organized labor. Our Local No. 75 has been lacking in the spirit of fight and aggression from its very inception.

Brother A. Rosenberg has lately begun a campaign to organize Worcester. Meetings are now being called and matters are assuming a more lively turn. Naturally enough, the Worcester manufacturers are made of the same
clay as the rest of their brethren. They will likely attempt to resist the demands of the workers. The Union will not, however, abandon its plans. Should matters be forced to an issue, the International Union will come to the assistance of the Worcester workers. Let us hope that before this season is over we may have in this town a few locals to be proud of.

ORGANIZER MARTIN AVERTS TROUBLE IN TOLEDO.

Our local in Toledo, though numerically not very large, is quite a live organization and works along at a pretty lively pace. Lately one of the local firms discharged a worker. It was a clear case of discrimination and the members of the local became aroused and a strike was threatened. However, Brother Samuel Martin, general organizer of our International Union, happened to be there at the time and he settled the trouble amicably with the concern.

Another case was that of the A. Black & Co. in Toledo. The workers complained that work was being sent out to contractors and was not divided equally in the shop. The grievance threatened to involve the shop in a strike. Brother Martin settled it in favor of the workers, exacting from the firm a promise that they will desist from such practices in the future.

NEWS FROM CHICAGO.

Brother Glassman, our organizer for Chicago and vicinity, works along in a diligent way to improve conditions. With his assistance there was recently launched a Joint Board of all the Chicago locals. The workers have received the new board with enthusiasm, and it is to be hoped that this organization will do much towards strengthening the fraternal spirit among our members in Chicago.

Brother Glassman reports, likewise, that he is working on the organization of a local in Kansas City, where he found splendid material for its formation. He has also started an energetic campaign against the method of setting prices by each craft individually, heretofore prevalent in Chicago shops. This system was detrimental to the union as it tended to divide and separate the workers from each other instead of uniting them.

A WORD FROM BALTIMORE.

Last month we have reported that our Local No. 4 of Baltimore was having conferences with their employers in regard to the renewal of their agreement which will expire shortly.

According to our latest information a third conference took place between the Union and the manufacturers. Our people believe that they will be able to come to an understanding with their employers.
On July 30th the Waist and Dress Makers' Union has, through its manager of the Association shops, Brother Sol. Polakoff, addressed a letter to the Waist Manufacturers' Association, setting forth a demand for a Committee of Immediate Action in the waist and dress trade such as is in operation in the cloak and suit trade. The reasons for this demand appears to be the same as those set forth by the cloakmakers about a year or so ago. The inadequacy of the Grievance Board as an agency for settling complaints with any degree of speed or for settling deadlocks between the parties without resorting to the Board of Arbitration is too apparent. Dissagreements of the Board, besides, tend to have a demoralizing effect on the membership in each and every instance.

The response of the Association came quick and to the point. They agreed to go into conference on the proposition and have empowered their committee to act decisively on this. In union circles, this is regarded tantamount to an agreement of the Association to the proposal of the Union and considerable satisfaction is expressed over it. The next step is the bringing of this plan in action; that is, the selection of the "impartial chairman"—by no means an easy task.

Of course, all this is very important for the well-being of the organization. No use denying, the world does move. In the life of a trade union, advances and improvements are in most instances tardy and slow, but they are as sure as the day is long. And never has the truth of the assertion that sister unions have a definite and decisive influence upon each other been proved clearer than in this instance. The cloak and suit unions have had the Committee of Immediate Action for a short time and it has proved to be an instrument for good in the trade. So the waist and dress trade has followed suit in taking steps to introduce this improvement in their line, and there is little doubt that it will work for the elimination of a great deal of trouble and the establishment of harmony and a higher spirit of co-operation in the trade.

Aside from this, several points of great importance to the local are to be discussed at conferences between the Union and Association. These are:

First, the question of the equalization of work in the outside shops as compared with the contractors. The contractors' evil has been making considerable inroads into the trade and it appears that the Union is determined to take a stand on this matter. Secondly, there is a demand that manufacturers before discharging any employees shall submit the case against them to the clerks of the Union and Association for investigation. Imagine what a lot of fight and heart-burning such an innovation will tend to avoid! Next on the list is the registration of and a minimum soaks apprentices, periodical investigations by the Wage Scale Board, a rule that people laid off during slack time should be the first to be taken back with the resuming of work, and many others. An analysis of these demands will easily disclose their importance to the Union.

AMERICAN BRANCH LOCAL NO. 22.

The Branch, after passing the natural summer drought, is picking up. They had a well-attended meeting in the middle of August and have elected a full list of officers: Miss Ida Phlebus was elected President of the Branch; Miss Chesser vice president; Miss Eugenia Erb was re-elected secretary, and Miss Pierce inner guard.
INDIVIDUAL SHOPS OF LOCAL NO. 25.

There are about 350 shops, small and large, that have settled independently with the Union in the city. These comprise a special division of the local, and are under the management of Brother Ab. Baroff.

Unlike the Association shops, the strike method is applied here frequently, and (I take Brother Baroff’s statement for it) pretty effectively too. Hardly a week passes without a strike or two occurring in this section. Troubles almost arise without question whenever there are occasional discharges and quite often over the attempts of employers to engage new help at the beginning of the new season, leaving parts of their old sets outside. Of course, such tactics are always presented by the Union and as a rule the discriminated workers are restored to their former places.

The local elections last month have brought few changes in the personnel of the Executive Board and Business Agents’ staff, which goes to show that the work of the officers of the organization, notwithstanding occasional criticism, is being recognized by the rank and file and appreciated.

WHITE GOODS WORKERS’ UNION NO. 25.

The white goods trade appears to be affected by the European war.

The manufacturers largely affected are those whose credit is not too large and whose stock of embroideries and laces—the two main features of profit on trimmed pieces of negligees—is not any too abundant. These numerous small firms are hit the hardest and their output will be very much curtailed, thus keeping a number of employees out of jobs during the entire season, or at least while the abominable slaughter in Europe lasts.

Otherwise, things in the organization are going on pretty satisfactorily. According to Manager Shore, preparations for the renewal of the agreement between the Union and the Cotton Garment Manufacturers’ Association of which we spoke in the August number of this magazine, are taking on definite shape. Two conferences were held already, with the International officers present in an advisory capacity, to discuss the demands to be presented to the manufacturers. A big meeting of shop representatives is scheduled for next week to enlist and register the opinion of the entire trade on these vital matters.

The main demand of the strikers will be the unionization of those shops which through one cause or another have no union help yet, in spite of the fact that their owners belong to the Manufacturers’ Association. It would be pertinent to remark right here that after the big strike of last year a number of manufacturers yielded to the demands of the Union and joined the Association. Their girl workers, however, have at that time not been enrolled as members. Other shops, owing to the lack of loyalty and recognition of the benefits accrued to them through the Union, have neglected to pay their dues and have been in arrears ever since. These include a few of the big shops in the trade. The Union is going to insist upon the complete unionization of these factories with all its energy and strength. This issue is of supreme importance to the Union.

The manufacturers who have thorough union shops would not like to go through the storm and stress of a strike on account of a few mistakes.

Some of these manufacturers have a grievance against the Union. There are in this city, as well as in New Jersey, a few shops that have not yet been organized, though they were tackled during the general strike. These shops are held up to the Union as the obstacle in the way of the Association members who refuse to unionize their own shops. But this demand of the manufacturers for activity and reform on behalf of the Union should really begin at home. If these firms mean fair play and are sincere about it, their first step in order to strengthen the Union’s hand should be to unionize their own shops clean through, thus giving the Union a chance to go on uninterrupted with its further organizing work.

Another one of the demands is going to be a method of adjustment of new prices. It appears that the 10 per cent increase to all the girls in 1913 has been gradually eliminated from the shops, owing to the fact that prices on new lots have since been settled without regard to any additional 10 per cent, but largely with a view to the 20 cents per hour provision in the Protocol. As to the Wage Scale Board,
it was never even started in this trade. So the union is planning a new device for settling prices, and a special meeting of the Executive Committee to take up this matter for action will soon be held.

The firm of Emanuel Cohen & Co., which signed the agreement, has had to overcome its reluctance to pay for losses occasioned to the workers owing to a breakdown of machinery on their premises because the Union has justly refused to have another rehearing on this matter, has had since then another pill to swallow in connection with this case. When the girls in the shop began to refresh their memories, it occurred to them that such cases of stoppages due to identical causes in this shop had been rather numerous, and that they amounted to not less than eleven hours in the last few months. They demanded pay in full for all this and the firm balked at it very strenuously. It was, however, of little avail, as the decision of the Grievance Board covered this case in full and they had to pay.

LADIES BRANCH, LOCAL NO. 9.

This will probably come as a surprise to the readers of this department. The notion that all of our locals belonging to the Joint Board are men's organizations pure and simple has been so prevalent in our minds that the existence of a women's branch in any of their strongest locals comes as a pleasant surprise.

There are, we are reliably informed, between 4,000 and 5,000 women belonging to this local of cloak tailors in New York City. All of them are employed at the finishing branch of the trade, and they are all skilled workers, paid, as a rule, good living wages and, owing to their affiliation with the union, working under decent conditions.

There is no use denying the apparent fact that these women, notwithstanding their big numbers, do not play even as near an important part in the management of their organization as they should. To remedy this anomalous condition the ladies branch was organized and the organization is determined to awake the attention of the women workers to their duties and interests.

A big mass meeting was held on August 20th at Forward Hall. The women of Local No. 9 are about to begin to assert themselves and take a bigger hand in the conduct of their own affairs.

LOCALS NO. 41 AND 58.

We choose to write of these locals under one heading. As it happens, since we spoke of them last in these columns, the House Dress Makers and the Children's Dress Makers have been having their headquarters in the same offices, both in Brooklyn and New York, under a rational financial arrangement.

The condition of trade in both industries, while slightly improving, is still deplorable. Tens of shops are still closed down and the locals suffer from want of funds. What is worse, the slack condition affects the general membership in a bad way, particularly in the Brooklyn and Brownsville sections of both Unions, which have been heretofore regarded as the strongholds of these organizations. At present, at least, until work begins and the girls will again flock to the organization, the center of gravity in these locals has shifted from Brooklyn to New York City. There is more work here all the year around and the organized shops, in the House Dress trade especially, have stood loyal by the Union through these months of hardships. At present both these organizations have their hopes pinned on to the District Council, which has been launched by the New York locals of the International Union. The belief is growing stronger from day to day that a general strike in these trades is an urgent necessity, and the workers are anxiously awaiting the day when the shops are full again to prepare for the fight.

They have learned a lot, these girls, in the last year and a half; they have suffered a lot more, owing to the terrible slack in the trades, and they are going to apply the lessons they have learned just as soon as the first opportunity presents itself to them.

It is an inevitable, slow process, this building of a union, but, like everything else, it is the only way that brings final results.

LADIES' TAILORS' UNION NO. 100, STOCKTON, CAL.

Here is an absorbing little story of one of our far western locals, recently organized, which is going through a baptismal fire at present, fighting for its very existence. Forty women, out in the city of Stockton, Cal., have banded themselves together for the purpose of forming a union of their craft—the ladies' tailoring trade. They have applied
Meanwhile the "respectable" employers of
the city of Stockton have oegan a city-wide
campaign against the union. They have pro­
ceeded forthwith to lock out their employees.
Among those caught in the first skirmishes of
this war of capital upon labor was our young
women's local. Out of the forty members of
the organization twenty-six were summarily
discharged for no other reason but because
they belonged to a labor union.
The women are a splendid bunch of fighters
and stand their ground well. The Secretary
of the organization, Mrs. Anna Schmidt, has
been financial secretary of the Stockton Cen­
tral Labor Union for four years, a position
which puts her in the front ranks of the de­
fense in the present campaign of the employ­ers against the workers.
The California State Federation of Labor
has meanwhile levied an assessment on its huge
membership in the entire State. Every man
and woman in California that believes in fair
play is arrayed on the side of the workers. Help
in every form is needed. Our International
Union has sent on financial aid and is giving
the girls all the support that the long distance
from the scene of fight against greed and in­
justice allows.

CORRESPONDENCE

ELECTION OR APPOINTMENT.

Editor, Ladies' Garment Worker:

To popularize a question that deals with
col, practical business management of our
unions seems like a wasted effort. Our people,
to become earnestly interested, must have some­
th ing before them that can be converted into
an "issue"; something that requires "agita­
tion," something that will arouse enthusiasm.
"What! Ask the members to give up their
democracy? How absurd!" "Consent to em­
power a joint board to parcel out jobs to the
favored ones? A plague upon you! For what
do we elect progressive officers? To propose
such autocratic measures? Nay, the masses are
satisfied with the elections, both with the
manner in which they are conducted and with
the results."

The lay member, however, in the belief that
the present method of choosing his officers is
the most ideal one, is blinded to many of the
weaknesses and abuses that are attendant upon
the elections and it is extremely difficult to
even interest him in the idea that those self­
same officers can be chosen in a much more
reliable, a much more sensible and a much more
DEMOCRATIC manner.

Having had sufficient opportunity to form
an opinion, the thinking member ought to know
by this time that the average voter is not
guided in his selections by intimate knowledge
of the various candidates, nor by a desire to
elect the most competent; that friendship and
personal solicitation are the basis upon which
the elections revolve, despite appeals to the
members, both by circular and in the press
that it is their duty to come down to vote, and
vote for the fittest candidates. The ridicu­
ously small number of votes cast is sufficient
evidence of the lack of interest of the gen­
eral membership. And the utter disregard of
the fitness or responsibility that the holding
of office entails is evidenced by the fact that
a great majority of the voting membership is
brought out mainly by the candidates or their
friends, or by the "political groups" within
the Union.

If such methods are ideal, if such elections
are "democratic" then we have yet to know
the meaning of democracy.

Many officers and members have knowledge
of certain business agents who have devoted
more energy towards surrounding themselves
with a voting constituency than they have to­
wards looking after the interests of the Union.
In many instances shop disputes were settled
or their adjustment obstructed on the theory
that the good will of the members was more
to them than the proper disposition of the case.
There is still another evil that the so-called
"democratic" elections tend to create, and
one that is a great source or danger to a labor
union. There will always be found in labor
organizations a certain type of men who seek
to attain prominence by attacking the integrity
of the officers, and who play upon the igno­
rance and false sentiment of the members. Such
persons, better known as demagogues, have no
other object in view but to undermine the work
of others, and attempt to secure for themselves
the "good things" within the gift of the or­
ganization. They generally become most ac­
tive near election time, and invariably you will
find their names on the ballot. Sometimes they
are successful, and they proceed to map out
their own plan of action as to how the affairs
of the union should be conducted, with the idea

THE LADIES' GARMENT WORKER
in their minds of becoming famous leaders. They take orders from no one, resent authority of the higher officials, disturb the harmony of the office staff, and usually involve the organization in serious trouble before the members "get wise" and give them their deserts.

These abuses could not occur under an appointive system. First, no business agent could sit back in an arm chair and imagine that now that he had been elected he could afford to take things easy for the next six months or year when the same farcical program will again be gone through.

The delegates of the Joint Board being genuinely solicitous for the welfare of the entire organization, if given the power to select the officials, will be sure to exercise the utmost discretion and judgment in selecting the men who are to carry on the work of the organization. Favoritism will play but a small part and influence will count for naught. Selections would have to be based upon actual merit and past experience. And with the proper control every official would know that he would be answerable to a responsible and vigilant body that would tolerate no abuses.

The delegates of the Joint Board, elected by the various locals and unsalaried, can be depended upon to render service satisfactory to the membership, as experience has proven. All actions of the Joint Board being subject to the approval and ratification of the general membership, there would be little danger of the confidence of the members being betrayed. As a matter of fact it is a very, very rare occurrence for the locals to refuse to sustain an action of the Joint Board or reject any of its recommendations.

"But," one might ask, "if the election of the business agents will be taken out of the hands of the people and the Joint Board permitted to select them instead, basing their selections upon past experience, won't they pick out all of the older officers and thus deprive a new man of the opportunity to which he is surely entitled?" No, there are many active members and minor officers who qualify through experience and who are also eligible for appointment.

By past experience is not necessarily meant actual service as a business agent. Experience includes past service as Executive Board member, local officer or important committeeman. Indeed, no member ought to be eligible as business agent unless he has served at least one term on an executive board or has held some equally important office wherein experience in handling union affairs can be had.

In short, the real merit of the appointive system can be summed up in one word—CONFIDENCE. The modern labor organization has a great deal in common with the elective institutions of the State and country. When a president or a governor and a legislative body are elected it is generally upon a declaration of principles with which the majority of the people are in accord. And in furtherance of these principles, and in the work of carrying on the government, it is necessary to reposes in the chief executive that degree of confidence that will operate towards the best interests of the governed. In the event of misplaced confidence the remedy is close at hand. But if that confidence is truly earned it behooves the people as a whole to give their hearty support and co-operation that makes for a better community and government. And there is no valid reason why the same efficiency in carrying on the work of the State and Federal Government cannot be applied to the Labor Union. What is absolutely necessary to secure beneficial results is confidence and co-operation, without which the best officers, the best management, must fail.

Nor is the idea of appointive officials entirely new in our unions. This method was practiced in the Cutters' local up to two years ago, but didn't prove "democratic" enough to suit the idealists. And it is safe to assert that there never has been so much dissatisfaction directed against the office staff as there is at the present time. Even the Executive Board was appointive for many years. Then the Elective Board was experimented with but didn't work out to the satisfaction of all the members, and a compromise was effected that still obtains to this day—half elected and half appointed.

It can not be expected, however, that the suggestion is going to meet with immediate favor. Experience has proven that any measure intended to benefit the rank and file has always been regarded at first with more or less suspicion.

Here at least is not a matter for hasty action. There is ample time to consider the proposition from every point of view. If, however, after fair opportunity will have been given and the experiment will have proven a failure—well, the remedy is close at hand.
עד לרידים נאראסנטס וואקטו
עד לריסון וואקטו

騎馬衛國

### Directory of Local Unions [Continued]

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<tr>
<th>Local Union</th>
<th>Office Address</th>
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<tr>
<td>30. Toronto Skirt and Dressmakers</td>
<td>423 Sackville St., Toronto, Can.</td>
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<tr>
<td>31. Chicago Ladies' Tailors</td>
<td>1145 Blue Island Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>32. Boston Amalgamated Cutters</td>
<td>8 Levering Place, Boston, Mass.</td>
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<tr>
<td>34. Toledo Cloak and Suit Cutters</td>
<td>1922 Lagrange St., Toledo, Ohio</td>
</tr>
<tr>
<td>35. St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>36. Bridgeport Ladies Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>37. Chicago Cloak and Suit Cutters</td>
<td>309 N. Homann Ave.</td>
</tr>
<tr>
<td>40. Cincinnati Skirtmakers</td>
<td>2807 N. 6th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>41. Buffalo Garment Workers</td>
<td>65 Buffalo St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>42. Toronto, Can., Cloak Pressers</td>
<td>101 Spadina Ave., Toronto, Can.</td>
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<tr>
<td>43. Cincinnati Skirt Pressers</td>
<td>319 W. 15th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>45. Providence Ladies' Tailors</td>
<td>473 N. Main St., Providence, R. I.</td>
</tr>
<tr>
<td>47. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Ave.</td>
</tr>
<tr>
<td>49. Fall River Ladies' Garment Workers</td>
<td>160 State St., Fall River, Mass.</td>
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<tr>
<td>50. Omaha, Neb., Ladies' Tailors</td>
<td>2009 N. 10th St., Omaha, Neb.</td>
</tr>
<tr>
<td>51. Cleveland Raincoat Makers</td>
<td>3611 Burwell Ave., Cleveland, Ohio</td>
</tr>
<tr>
<td>52. Montreal, Can., Ladies' Waist Makers</td>
<td>1057 De La Roche St., Montreal, Can.</td>
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אין תרגום∨. אם יש הערות אופטימיזציה או שינוי，请告诉我。
ז"ע ל"ירד ג"ואמשטו ו"דוקיה.

ז"ע יד יזועע טא ז"ג יד יא"ר פרער פלנטע. ז"ע טב ז"ע טע使う, ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טעminating ז"ע יד יא"ר יברמאש יא פ"ג קומז"ג טב יד יא"ר סי טע致命.
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ש.injects ו延安s את האתגרים ותהליכים שונים ומודדים, כך ש
הוא יוצר קשרים חדשים, ייצור נתונים חדשים ומקלד
את התהליכים ותהליך הימצאות של תהליכים אלו. 

בעזרת טכנולוגיות וmethods, ניסיון והרחב
פיתוח תהליכים חדשים ומקלדהتصف
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لا يمكنني قراءة النص العربي من الصورة المقدمة.
הוות אינטגרציה במס ++$42

1. בדיקת התוכנה

2. בדיקת המסстат

3. בדיקת התוכנה

4. בדיקת המסстат

5. בדיקת התוכנה

6. בדיקת המסстат

7. בדיקת התוכנה

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9. בדיקת התוכנה

10. בדיקת המסстат

הוות אינטגרציה במס ++$42

11. בדיקת התוכנה

12. בדיקת המסстат

13. בדיקת התוכנה

14. בדיקת המסстат

15. בדיקת התוכנה

16. בדיקת המססטט

17. בדיקת התוכנה

18. בדיקת המססטט

19. בדיקת התוכנה

20. בדיקת המססטט

הוות אינטגרציה במס ++$42

21. בדיקת התוכנה

22. בדיקת המססטט

23. בדיקת התוכנה

24. בדיקת המססטט

25. בדיקת התוכנה

26. בדיקת המססטט

27. בדיקת התוכנה

28. בדיקת המססטט

29. בדיקת התוכנה

30. בדיקת המססטט

הוות אינטגרציה במס ++$42

31. בדיקת התוכנה

32. בדיקת המססטט

33. בדיקת התוכנה

34. בדיקת המססטט

35. בדיקת התוכנה

36. בדיקת המססטט

37. בדיקת התוכנה

38. בדיקת המססטט

39. בדיקת התוכנה

40. בדיקת המססטט

הוות אינטגרציה במס ++$42
אנואר פרובנץ: ידיעת מנהלה.

שומיע, פרובנץ נמנה עם בולטים של תרבות העמיתה. התפרסם בכתיבתו המדעית והיה פעיל בנושאים שונים כמו מדע וDonaldTrump. פרובנץ היה פעיל מאוד בתרבויות שונות וכתיב על מספר נושאים שונים. הוא התפרסם גם בכתיבתו המדעית והיה פעיל בנושאים שונים כמו מדע וDonaldTrump. פרובנץ היה פעיל מאוד בתרבויות שונות וכתיב על מספר נושאים שונים. הוא התפרסם גם בכתיבתו המדעית והיה פעיל בנושאים שונים כמו מדע ו特朗פור続く. פרובנץ היה פעיל מאוד בתרבויות שונות וכתיב על מספר נושאים שונים. הוא התפרסם גם בכתיבתו המדעית והיה פעיל בנושאים שונים כמו מדע ו特朗פור続く. פרובנץ היה פעיל جدا בתרבויות שונות וכתב על מספר נושאים שונים. הוא התפרסם גם בכתיבתו המדעית והיה פעיל בנושאים שונים כמו מדע ו特朗פורستمرار. פרובנץ היה פעיל جدا בתרבויות שונות וכתב על מספר נושאים שונים. הוא התפרסם גם בכתיבתו המדעית והיה פעיל בנושאים שונים כמו מדע ו特朗פורستمرار. פרובנץ היה פעיל جدا בתרבויות שונות וכתב על מספר נושאים שונים. הוא התפרסם גם בכתיבתו המדעית והיה פעיל בנושאים שונים כמו מדע ו特朗פורستمرار. פרובנץ היה פעיל جدا בתרבויות שונות וכתב על מספר נושאים שונים. הוא 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יוסף שרמן

יוסף שרמן (1878 - 1946) היה פובליציסט, מחברをして, היסטוריון וификаוליסט. ממקימי העיתון "ידיעות אחרונות" והיה אחראי למילויו וניהולו לאורך שנים רבות. שימש גם כidious של "ידיעות אחרונות" ו Mayıs 1919 מילא תפקיד של דיפלומטיה היהודית בט本網站 של ארצות הברית. בשנותיו האחרונות התמקד שרמן בöffentlichויות בתחום יסודות האישיות, הכלכלה והחברה היהודית.}

כראדשל בזינגה

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הופיעו פעמים רבות במדינת ישראל, בין השאר
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הופעתם פעמים多次 במדינת ישראל, בין השאר
בבג"ד, ובבד"ק, וביד"ר, וביד'ה.

 ניתוח וממצאים נוספים:

1. ליידיים ו缲ְרֹהָה בדיעבד
2. ליידיים ו缲ְרֹהָה בדיעבד

לא ניתן理解和分析此文档，因为其内容包含大量的非标准字符和不自然的表达方式。
מד. ויקלמס - דער אונקארטיאיש וילסער
איך קלאואן פאריר.

דער מאן אよיך הויינקל ביוודער פאריר. אי די נורן אי די אונקארטיאיש פאראון.

דוי צעלאן און פאראון אין דאך און פאראון וויצן אין צעלאן און פאראון.
עדת הפרופסורים והךardiוביטים

הרב מזרחי

琹

וועדתmasına: בעיתון העיתונים ומעריכים שערך הוועדה, שבו נזכרו גם פעולות שונות של הארגונים הקואליציה. כמו כן, הועלו מספר שאלות וStatements על פעילות הארגונים והערכות של הוועדה. בין השאר, נערו לשאלות וcomments של מדריכים שונים关于 שאלות וcomments של מדריכים שונים. בין השאר, נערו לשאלות וcomments של מדריכים שונים.
השכלה ביצירת ענבות והיוותא מים

אין שאנו מתפללים או שאנו מתכשטים. אין זהビルד

ש сразу יראו ב gp 4822 ידיעות ארוכות-הענבת

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דואן ד"שתראפ

דר ק yapılacak מרפא וברעבךיבים—ויתנ קניעוגת ותרتمكنוכת את ויין ערביה

אף על פי ז"ק ד"שהשתראפ

 Girlfriend's story: The image shows a page from a newspaper or periodical in Hebrew. The text is written in Hebrew script, and it appears to be an article or an announcement related to a medical or social issue. The layout includes a prominent title at the top, followed by paragraphs of text. The page seems to be part of a series, as indicated by the numbering at the bottom.
דוא מתחום צי ב"י די מפעלים ז"א ענגלנד

דוא קורי נבערה חנכה ממי 1913 תבנית

אירוגטרות: ב"י די מפעלים ז"א ענגלנד

אנו לחיות מילוי טוב ומקוון וטיפחה

trade-mark ת"ש T shaving

אנו קיימים בשכר מחויב ומקוון

 DEVOTIONS: ה"ז מפעלים ז"א ענגלנד

אנו לחיות מילוי טוב ומקוון וטיפחה

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trade-mark ת"ש T shaving

אנו קיימים בשכר מחויב ומקוון
וואס העיניים והאונה אנודוספר.

מספננוקספאנורפורה_ed�ק atου 8 βόοι αν περιβάλλον — γίνεται Μακροκάσμος και Ιτιδερπικά.

וירא έκτοτε. Αμφιπερίλεκτα και Ανέπιστευτά νεύρα — να μαθήσουμε προσαρμοσμένο τον

ואנוגונίμου ή άλλους Μανίκκος — Μπαράζεται Μακροσκοπικά νεύρα

κυμαίνεται και μεταφέρεται παρά τον Μάναθο και Κολοκύνθοι και κομψό — Μπαράζεται Μακροσκοπικά

ουδέν και δεν καλύπτει τον τοπο και Κρούστικος και κομψό.

שלέθεμα, και να μαθήσουμε προσαρμοσμένο τον

אוחז, Αμφιπερίλεκτα και Ανέπιστευτά νεύρα — να μαθήσουμε προσαρμοσμένο τον

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פריטות בגלק פארסיאנים מורי פרדנקל

(פרטיבאדוואנקטורה🕛)
אין נתונים זמינים לตน בקובץ.