The Ladies’ Garment Worker, Volume 6, Issue 9

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International Ladies' Garment Workers' Union (ILGWU)
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PUBLISHED MONTHLY IN ENGLISH AND YIDDOISH

By the
International Ladies' Garment Workers' Union

22 Union Square, New York
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**Named shoes are frequently made in Non-Union factories.**

**DO NOT BUY ANY SHOE**

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

All shoes without the UNION STAMP are always Non-Union.

Do not accept any excuse for absence of the UNION STAMP.

**BOOT AND SHOE WORKERS' UNION**

246 Summer Street, Boston, Mass.

John F. Tobin, Pres.  
Chas. L. Baine, Sec'y-Treas.
Our International Union, the Cloak and Skirtmakers' Union, and, indeed, the entire labor movement deserve to be congratulated on the double-barreled victory our people secured in the early days of last month.

In our August issue we gave a full account of the acute crisis which the controversy between our Union and the Cloak Manufacturers' Protective Association had reached at the end of May.

We told of the efforts of Mayor Mitchel and several public-spirited citizens of New York to bring peace to the distracted industry. We published in our columns the full texts of the statement of counsel for the Union before the Council of Conciliation and the Council's findings upon the evidence presented. Yet on August 1st the controversy was still hanging fire. Our people were balking upon whether or not there should be a general strike, and it seemed every inch as if all the argument, investigation and numerous sessions of the Council of Conciliation had been so much wasted effort. The difficulty arose over a question of interpretation of certain findings that in reality lack no clearness or definition.

It was not until the representatives of the Union had insisted with vigor and determination on their unconditional acceptance of the Council's impartial findings that the employers softened, realizing that there was really no other way out of the difficulty.

* * *

HUMANE POLICY OF NEW AGREEMENT

By signing the new agreement the representatives of the Protective Association made it clear that they would bury the hatchet and cooperate with the Union not only in preserving the peace for the next two years, but in an honest endeavor to eliminate the gnawing evils menacing the orderly development of the industry. We trust the Association will make this clear to its members, and that no petty egoism of any kind will be allowed to stand in the way of the realization of this aim.

Grievances are bound to occur so long as interests clash. But it is within the power of the employers to show willingness in remedying them and thus check growing bitterness at its source. A humane policy of this kind is implied in the agreement. An effort by the employers to carry it out would facilitate the efforts of the Union to
educate the members to a right understanding of the provisions of the agreement. It must be recognized that the Union has, by far, the more onerous task before it. It has to deal with 50,000 work people, 20,000 of these working for members of the Association, while the Association has only 400 business men under its jurisdiction. The humane clauses in the agreement we have a right to regard as a victory for the Union, and so this is victory No. 1.

RELEASE OF OUR BROTHERS
CAUSES JUBILATION
Victory No. 2—the release on bail of our eight brothers who were held in the Tombs on flimsy charges—was generally anticipated by our entire membership, but early in the month the matter still hung in the balance. On August 4th the new agreement in the cloak industry was ratified. On the same day hearing commenced before Justice Ford in the Supreme Court of New York on the question of admitting the prisoner to bail. Speculation was rife in Union circles as to whether victory No. 2 would follow closely on the heels of victory No. 1 to give a finishing touch to the work of a strenuous period of ten weeks duration, and our people were not disappointed. Early on Saturday morning, August 7th, the wires connecting with our offices, local and general, got busy with the information that Justice Ford had admitted our brothers to bail on the ground that the "evidence against them, as shown by the Grand Jury, is, to say the least, inconclusive as to all, and of questionable probative force as to most of them."

Thus Justice Ford has discovered what was so apparent to all of us on the inside all the time. No wonder we stoutly and indignantly protested against the attempt of the District Attorney's office, at the instance of doubtful and disreputable individuals, to besmirch the character of innocent men of lofty ideals. No wonder that our people were jubilant on that Saturday that our brothers had gained their freedom, and jubilant all the more that the belief in their innocence had received the first and most pronounced confirmation.

A meeting of shop chairmen at Cooper Union had been called for Saturday, Aug. 7th, to have explained to them the agreement of peace in the cloak industry—the result of victory No. 1. To the joyful surprise of those present our released comrades appeared at this meeting and the hearty handshakes, embraces, and vociferous cheering can be imagined sooner than described. Thus the meeting spontaneously turned into a celebration of a double-barreled victory.

PRESENT EFFECTS AND FUTURE POSSIBILITIES OF NEW AGREEMENT

HOW TO DEAL WITH RECALSENT EMPLOYERS

Every new industrial arrangement is bound to be attended by difficulties and confusion at first. This arises from the fact that men act largely by habit contracted in the course of years. It takes time to assimilate the new ideas and adapt the daily procedure in the shops to the new machinery.
Of course, there are wayward individuals with resistant and spiteful natures who for a time defy the new law. That, however, does not detract from the law that collective wisdom decrees. If some people break any of the ten commandments, it is surely not the fault of the commandments.

Individual employers who defy the workers and the Union and the law and public opinion, and meet the request for putting the new standard price for piece workers into operation by abusive remarks, can by no means come under the beneficent law of "There shall be no shop strike," etc. If they did, the arrangement would be onesided indeed. The Council has not taken this matter into consideration in its findings. Yet in order to prevent oppressive actions on the part of employers who refuse point blank to submit to the law, the Union, or both the Union and Association, or the Trial Board of Three should in such cases, be authorized to declare such employer an industrial outlaw to be dealt with as the Union thinks fit.

Difficulties here and there must be expected in the workings of the new machinery for adjusting complaints, since the provision involves a change from the old procedure. The new procedure, however, is simpler than its predecessor, and will not involve so much delay in adjustment, even if the necessity arises to refer a case to the price adjusters or Trial Board of Three. Since the list of ten persons from which to select impartial referees has, we understand, already been agreed upon, either of these impartial gentlemen would be willing to serve in case of need.

The real difficulties, to our mind, are inherent rather in the preliminary stages of adjusting complaints. They begin with the employer or employee right in the shop. A hasty and ill-advised remark by an employer who, because he is the "boss," thinks himself privileged to say and do things that sting to the quick, will render a slight complaint otherwise easy of adjustment, serious and difficult to handle. Both sides must be trained to practice restraint and better judgment. Thus the time of employers, employees and officers would be largely economized, the number of disputes would diminish and the problems of adjusting them considerably eased.

**ENFORCING STANDARD RATES AND EQUALIZING CONDITIONS**

For practical purposes the new agreement may be divided into two parts—the part designed to have an immediate effect and that relating to future prospects.

In this connection, sub-manufacturing and the special protection and encouragement afforded by employers to this pernicious system is certainly the acutest problem to be tackled as soon as possible. The officers of the Union should devote all possible attention to the independent or "social" shops. We understand they are doing their utmost to enforce the standard rate for piece workers and the schedule of wages for week workers set by the new agreement.

Where they are meeting with difficulties is in some of the inside houses—the very ones that are pledged to compliance with the agreement by virtue of their membership in the Association. Cases have come to our notice where employers sullenly agree to the new standards and then resort to their old policy of letting the workers go idle and sending their work out to the sub-manufacturer. The problem is, therefore, not only that the sub-
factories shall be brought into line of paying standard rates, but that the labor performed in the sub-factory shall be not a stitch more on similar garments than would be done in the inside house. Every stitch more enables the sub-manufacturer to sell his finished garments to the manufacturer cheaper than the latter gets it done inside.

It behooves the Union to devise and carry out means of making all the labor conditions so perfectly equal in both factories as to render it unprofitable for the sub-manufacturer to pursue his nefarious business of cut-throat competition. Instead of absorbing time in handling complaints that arise mostly as a result of this practice, the Joint Board and its officers should direct their activities into this one channel.

**DUTIES OF OUTSIDE WORKERS**

The system seems to be so strongly entrenched that only the big guns of unity, co-operation, faith and harmony will prove a successful assault upon these shops. Let the workers in the sub-factories understand that the problem affects them even more than the workers inside. The fact is, they are working under harsher and more miserable conditions. Even if they are earning a similar amount in wages they are spending more energy, and it is in this that they compete with their own brothers of the same Union. Let them realize that a thorough equalization of conditions in all shops will result in more remunerative work all around, in more leisure and in greater concentrated effort for the good of the industry in this and other cities.

Article V of the Council's findings reads:

This Council has been requested by the Mayor to continue as a commission to investigate thoroughly the fundamental problems of regularization, standards of wages and enforcement of standards throughout the industry, of trade education, and a more thorough organization of the industry, and on the basis of such investigation it shall submit a constructive policy to both organizations.

We feel that the Council is able to trace the source of the problems enumerated in Finding V to the evil of sub-manufacturing. We feel that the Council must express a decided and strong opinion on the aforesaid irritable and annoying methods of employers. We feel that the Council must indicate a way of disciplining such employers and insist on the Association enforcing such discipline, lest the example of the recalcitrant employer prove demoralizing to the rest of the industry. In the meantime the officers of the Union must do their part and, we have no doubt, the Council will do its part.

**ORGANIZING WORK IN THE COUNTRY**

During the height of the controversy with the cloak manufacturers in New York we have been persistently told that manufacturers in other industrial centers were watching events. Reading between the lines it seemed clear that those manufacturers were anxious to see the downfall of the Union and the "glorious" possibility of checking the aspirations of the workers for more perfect organization and improved conditions of labor.

But their dreams were not realized. With a clearer situation in New York
the officers of the Union can now turn their attention to other centers. The only events that employers in such centers as Philadelphia, Boston, Cleveland, Cincinnati, Chicago and other cities might prepare for are—certain reasonable requests by the workers. The employers are asked in one form or another to make an honest endeavor to redress long-standing grievances, and allow the workers, who pile up riches for them, such humane treatment as in this twentieth century of civilization and progress they have a right to expect.

In Boston, Philadelphia and other cities, where the Union has already an agreement with the employers, both parties understand each other well. Reasonable employers know from experience that any arrangement with the Union, ensuring peace in the industry, is better than the prospect of industrial strife. That the latter is very costly to both sides has been proved more than once in those very cities; and since existing machinery provides for parleys and conferences with employers collectively and individually, we have every hope that matters will adjust themselves to the satisfaction of both parties for the time being.

In cities where no agreement is in force, the situation is quite ripe for a movement in that direction. The organizing work carried on by the International office in those cities has borne abundant fruit. A gradual increase in the ranks of the organized has been a marked feature for months. That news of their activities has not found a prominent place in our official organs is entirely due to the exclusive interest evinced in New York affairs. But the activities were there. Our organizers and local officers have not relaxed them for a moment, and the results are satisfactory.

PROGRESS IN CLEVELAND AND CHICAGO

Of the cities to which we should give particular thought at present are Cleveland and Chicago. In Cleveland our locals are daily growing stronger. They are fast reaching a point in numerical and organized strength where they are bound to command attention. In view of the fact that last year at this time there was only a remnant of the faithful clinging to the organization in spite of odds against them, we have reason to be gratified at the progress made.

President Schlesinger paid a hurried visit to this Middle Western center at the end of last month, and he found there that sort of life and movement and awakened interest that usually is the precursor of notable events. The workers are restless; they desire to get an increase in wages and recognition of their organization.

We believe that the employers will take stock of the situation and meet it in the spirit of give and take—the only spirit that can insure industrial tranquility.

In Chicago the unrest of the workers is even more pronounced. There a system of industrial anarchy and competition has been prevailing for years among the employers in the women's wear trades. That the system has reacted on the workers need not be emphasized. But within the past year the workers have been coming to themselves with astonishing determination. They have seen the light of collective agreements and have been steadily organizing with a view to bringing about orderly working conditions similar to those in New York.

The cloakmakers of Chicago, in par-
ticular, are now ripe for arriving at an understanding with an organized and responsible body of employers as soon as such can be formed. They are, at all events, bent on taking advantage of any and every opportunity to improve their conditions during this season.

One of these opportunities in the contemplation of the local leaders is a general strike. The Chicago cloak trade has never had a real shakeup. It is contended by some that such an operation is an urgent necessity in order to sweep out old-standing abuses and accumulated trade evils. The contention bases itself on a comparison of low trade conditions in Chicago with those which ruled in New York in the summer of 1910. Still, sober reflection on the part of the employers and a willingness to concede the urgency of improving the condition of the toilers might lead to improvement without recourse to a strike. If the employers prove indifferent and thereby force a strike, the workers have it in them, with the assistance of the International, to strike a hard blow. For a limit to endurance has been reached.

Sidelights on the Recent Controversy

Ten Months' Work Crowned With Success

August 4, 1915, will be known in the history of the Cloak Makers' Union as the day on which the efforts to improve the condition of our workers was crowned with success.

The work has been in progress since the last ten months; for it was then that the officers of the union submitted before the Board of Arbitration the workers' grievances in connection with discharge and equal distribution of work. Their anticipation that these grievances stood a good chance of being remedied imparted new life and vigor to our people, who immediately evinced a keen interest in the movement to improve conditions.

The officers continued to advise the rank and file to be prepared for emergencies. A vigorous and widespread agitation was launched. Local and branch meetings began earnestly discussing trade questions, and in the union offices bustle and commotion could be seen in every corner. The discharge tactics of the employers in the shops brought our people to the highest pitch of surprise and indignation. Everyone instinctively realized that a change was imminent before the fall season, although no one was so wise as to foresee precisely the result of the agitation.

Until the abrogation of the protocol by the employers our leaders and active men had been optimistic as to the issue of the struggle before the Board of Arbitration. True, at times the idea crossed many minds that the workers would not gain better conditions except through a long, bitter strike—a strike that should make an indelible impression on the manufacturers. When, however, the Protective Association had abrogated the protocol, most of us became pessimistic as to the possibility of being able to settle the controversy by pacific means.

District Attorney Helps Our Agitation

As if intending to impart a stimulus to our agitation, the District Attorney of New York, a few days prior to the abrogation of the protocol, arrested a number of our officers and members. These two events clearly had a sinister meaning. Not only within our ranks, but also among the sympathetic public people could not help putting two and two together. There could be no doubt that hostile employers had designed to attack the union from two sides. The close connection between the two attacks was unmistakable. One could not get away from the suspicion that a drama in two parts was being enacted.

In reality the District Attorney's attack helped our movement. An unprecedented wave of indignation and protests arose among our people. But they did not rest content with mere protests and indigna-
tion; unity, loyalty and a fighting spirit pervaded each and all, and even public opinion was infected with the spirit of justice for the cloak workers. The meeting in Madison Square Garden touched all classes of the community.

Every reform movement in history has exacted its martyrs. Our movement for better conditions in the cloak trade was indirectly aided by the attempt to make martyrs of our brothers, Sigman, Metz, Woolf, Stupniker and the rest.

We Won a Strikeless Victory.

Had the controversy been allowed to culminate in a strike, it would have rendered the manufacturers absolutely helpless. The enthusiasm and determination of the masses was an indicator as to which way the wind was blowing. Public opinion being more impartial, realized this more clearly.

There was no doubt in our minds that a strike would have terminated with a victory for the union. But our leaders and advisers laid plans for a victory without a strike. True, they made extensive preparations for a strike; but knowing from experience the cost and suffering entailed by a strike they called all possible means to aid them in securing a victory without the cost and suffering. The fact that they succeeded is not a mere accident or matter of chance. On the contrary, it was the result of deep thought and great effort, and one is at a loss to find the right words in which to congratulate and thank them for the result.

Potentialities of the Mayor's Council

It is necessary to dig beyond the surface to realize that the Council of Conciliation has great potentialities for the cloak industry of New York. The main thing is that the cloakmakers shall try to perceive their precise scope of activity and correct attitude.

Towards the end of July a hasty tendency was visible here and there to belittle the outcome of the council's labors. "Can any good come from moralists with a capitalist tinge?" some critics presumed.

Of course, at the outset people had a right to doubt the outcome of the council's efforts, for the following reasons: First, besides Mr. Louis D. Brandeis, none of its members had any knowledge of the industry and its complicated problems. Secondly, none of us knew to what extent the members of the council were sympathetic to the cause of labor. Thirdly, the council was not invested with power to render its findings compulsory on either party. Naturally, critical and skeptical minds jumped to doubtful conclusions.

Only now is it possible to form a proper conception of the importance of the council for the cloak and skirt industry. The fact is that originally the council's mission was, as its name implies, to effect conciliation between the parties to the dispute. Its aim was primarily to avert a strike. Now, however, the council remains a permanent institution in the industry. The council will investigate or cause to investigate the evils that are detrimental to the industry. The council will be available in every serious difficulty should such occur. All this we had under the protocol in a very limited sense. We could confer and parley on disputes and trade problems, but little else than prolonged litigation and deadlocks resulted. Under the present agreement incessant litigation is practically impossible, and deadlocks have received a deathblow.

No wonder that the earping critics of the council's efforts have now opened their eyes wide. Its findings are a complete surprise to them. They have not anticipated such favorable concessions to the workers, and, therefore, they who are capable of reading between the lines must admit that in general the result is as expected. Indeed, they wonder at the council's clear grasp of the situation. Only men with expert knowledge could have framed the findings contained in its report.

The truth of the matter is that the attorneys for both the union and association have greatly contributed to this result by their informative statements and arguments. Even Mr. Julius Henry Cohen led the council to a clear understanding of the facts by his staunch advocacy of the manufacturers' views and bitter attacks on the union.

Mr. Hillquit's Convincing Statement

Our attorney, Mr. Morris Hillquit, prepared the case for the union in a masterly manner. The printed statement of the workers' claims and requests, which he submitted to the council right at its first session, stamped those claims with the
A Word for Mr. Julius Henry Cohen

"A man's first duty is to himself," is, in substance, a popular saying. In speaking to our members and the workers in general we always dwell on this idea. We always advise them to be true to themselves as a class. As the attorney for the association, Julius Henry Cohen did his full duty by his clients. He defended them with all the energy of which he is capable. We, of the union, certainly cannot blame him for that.

Julius Henry Cohen is a well-known lawyer. It is no secret that the industry is partly indebted to him for the protocol of 1910. The Joint Board of Sanitary Control was his idea. Another good idea he suggested was the protocol label, and it is not his fault that the label idea has not come to fruition. In this controversy, however, Julius Henry Cohen simply had a bad case.

Max Meyer's "Social Shop" Argument

During the sessions of the Mayor's Council, Mr. Max Meyer aimed a bombshell against the union which emitted a good deal of smoke but has done no damage otherwise. We mean the contention of the "social shop."

We were much surprised at Max Meyer. In resorting to such contentions the employers' death of argument was apparent. The incident has a psychological interest. It is some times curious to see how people are deceived by their own mental processes.

The "social shop" is the small independent shop or sub-factory, where the worker, according to Mr. Meyer's theory, is on a social level with the employer and for that reason does his bidding with alacrity—working long hours for small wages—and thus enables him to compete with the inside large factory.

But, dear Mr. Meyer! In view of the thoughtless policy of your colleagues and fellow manufacturers in discharging skilled workers at the end of every season, for no other reason than their scrupulous loyalty to the union—what, really, do you expect the discharged people to do to solve the bread question? They cannot become bankers or lawyers, so they borrow a little money from their friends and relatives and start a small "social" shop, or some semblance to it. Those, on the other hand, who are unable to procure loans, yet their children cry for bread—if your fellow manufacturers drive them from their factories what alternative have they other than seeking employment in these small shops? And considering that your colleagues aid these small shops financially, purchase their product or place direct orders for goods, it is evident that they are themselves responsible for the cutthroat competition abounding in the industry. Now, that the keen edge of arbitrary discharge has been taken off, and a standard price for piece workers has been fixed, it is to be hoped that the evil of the social shop will be assuaged.

Turn the Gains to Advantage!

Returning to our starting point, we repeat that the Council of Conciliation has great potentialities for the good of the trade. We have secured certain gains through its efforts. It now devolves on us to turn the gains to advantage.

One of the important improvements is the change in the method of adjusting prices. Hitherto piece work prices were determined in a most irregular manner. There was no universal plan. Fair wages for the worker was not the determining factor. Price bargaining was reduced to a sort of game of "heads I win, tails you lose." If the employer was in good humor and agreed to the right price, the worker could earn fair wages. If, however, the employer threatened to send the bundles to the "mosquitos," the workers might grin, but must accept the employers' terms.

*An expressive trade slang for New Jersey sub-manufacturers.
which invariably meant a miserable pittance.

Now, prices will and must be settled pursuant to the new agreement. The operator of average skill must earn not less than 70 cents an hour, and the finisher of average skill not less than 50 cents. A worker possessing more than the average skill should be able to earn more. The representatives of the association have signed the agreement and thus have pledged themselves to this arrangement, and the members of the association must place no difficulties in the way of the arrangement being carried out. They must not threaten to send the work out upon the workers insisting on the right prices. They must not wreak vengeance on certain workers by discharging them at the end of the season because they had the courage to stick up for the stipulated price. Indeed, it is the duty of the manufacturers as employers of honor to assist in carrying out this provision of the agreement as far as possible.

In regard to duties, however, we rather wish to address ourselves to our people. A manufacturer complies with his agreement only when the workers in the shop hang together and watch over their rights and interests. A sacred duty devolves upon the workers to see to it that at price bargaining this provision shall be carried out. They who will enter into private bargaining with any employer to work below this price will commit a crime; they will act as traitors. The union will take every precaution against collusions with employers, for, alas, there are black sheep in every herd, and some workers are not immune from such temptations. Inspectors will be appointed to guard against delinquency in the matter of settling prices even in the independent shops.

But this is so far only a beginning. The industry must not remain in its present chaotic state, and if the union will pursue its task with energy, further improvements will be secured in due course.

The fact that the council remains a permanent institution, and will soon undertake certain investigations, imbues us with hope for the future. We must hold ourselves in readiness for such investigations. We must not relax our efforts. We must be armed with facts and figures in regard to the social shops, the sub-manufacturers, the excessive toll or our people in such shops and the cut-throat competition that brings ruin to the trade.

In view of the energy, earnestness and devotion displayed in the effort to bring our union to its present position of power and prestige, we may rest assured that the investigations about to be conducted by the council will be productive of the desired fruit for the workers.

The locals and members, on the other hand, must strengthen the hands of the officers. They must give them their wholehearted confidence. They must consider with sympathy and approval every suggestion and advice of the officers. They must be prepared for a slight increase in the weekly dues to enable the organization to go from strength to strength with a view to securing similar and greater victories in the future.

A Few Stirring Events

By A. ROSEBURY

FINAL SETTLEMENT IN CLOAK TRADE OF NEW YORK

A cloud of doubt and uncertainty was still hanging over the situation in the cloak trade of New York at the end of July and beginning of August. The Union accepted the findings of the Mayor's Council of Conciliation, announced to both parties on July 33, although the concessions in wages and other vital points were the absolute minimum acceptable to the workers. The Association, however, debated the pros and cons in executive session and, claiming that the officers of the Union had not interpreted some of the points rightly, refused to accept the new agreement.

This impelled the Union to resort to the only alternative left—the workers—to put the final touches to the elaborate machinery for calling a general strike that was being perfected since June. A refer-
endum vote of the membership was taken on the question whether or not a general strike should be called, failing the employers' acceptance of the agreement on or before Tuesday, August 3. The voting, which began Saturday, July 31, and lasted until Monday, August 2, indicated not only the keen interest taken in the question but the overwhelming opinion of the voters in favor of a strike. Nearly 40,000 were solid for determined action and only about 800 voted against.

The result was that the Council hastily reconvened and once more tried to avert a serious breach between the parties. At this session the employers called on the Council to supplement their findings by a definition on the question of discharge. In their opinion the findings included cases which were not subject to review, and only those whose complaints in writing showed a prima facie case of injustice were entitled to be heard. The representatives of the Union, on the other hand, contended that the Council's findings were specific enough and needed no interpretation. According to the wording, every discharged worker has a right to have his case reviewed. A definition framed by the Council proved unacceptable to the Union. Finally the employers accepted the original document on the Council's assurance that in view of the clear-cut wording of the finding in question, no incorrect interpretation was possible that could not be checked by the machinery to be instituted.

When this final settlement had been reached, the parties concerned cheerfully intimated that they would endeavor to forget the past and work together for the good of the industry. Dr. Felix Adler, chairman of the Council, said:

We have tried in twenty-three sessions to consider the urgent claims presented by both sides. We do not feel that we have done absolute justice, but we have established a footing to produce good will, which is essential to peace. Either side may claim the victory. That is a minor matter. What is real is that we have created the machinery for the settlement of disputes.

The Mayor's Council is to continue in force. Today's action is a treaty of peace. It is a beginning of the establishment of a common understanding for the settlement of social differences.

Both sides have accepted the Council's finding unconditionally. We understand that the Council does not consider itself bound by anything except its own dictates, and it is in that spirit that we accept unreservedly the findings the members have reached. We will live up to the agreement in the best of faith, and we expect the manufacturers to do likewise.

Mayor Mitchel sent the following letter to Dr. Felix Adler and a copy of the same to the parties concerned:

What you have done is very much more significant than the settlement of a single controversy. You have laid the foundation for a permanent peace, and provided the machinery for the adjustment of future difficulties as they arise. This, with the promise of your service in developing conditions of better industrial relationships in the cloak and suit industry, which your Council has undertaken a standing commission, are the conspicuous rewards of your difficult task of the past week.

It is a fine thing that the city should have been able to command the able service of your Council on this occasion. I congratulate you on the outcome of your labors, and beg that you will accept, and extend to your colleagues, my hearty thanks in behalf of the city.

IMPRISONED OFFICERS AND MEMBERS RELEASED ON BAIL

Three days after the final seal had been put on the settlement in the cloak industry Justice Ford, in the Supreme Court of New York, admitted to bail our officers and members held on a charge of murder. They were released on Saturday, August 7, from the Tombs prison, where they were met by their families and a big throng of friends and members of various locals with an outburst of exultation such as has rarely been witnessed.

Justice Ford's opinion releasing them says in part:

These defendants are all married, have families, and reside in the City of New York. None of them appears to have anything in the nature of a criminal history. The evidence against them, as shown by the minutes of the Grand Jury, is, to say the least, inconclusive as to all, and of questionable probative force as to most of them. I have little doubt that they will appear for trial if bailed.

I adopt the words of Mr. Justice Blanchard in admitting three of them to bail under a former indictment for the same crime: "On the record before me, I deem it my duty to admit the defendants to bail."
The trial is being arranged to begin in the middle of this month. In the meantime a motion by Attorneys Abraham Levy and Morris Hillquit to dismiss the indictments is being considered by Justice Tompkins, who is expected to hand down a decision very soon.

IN THE WAIST AND DRESS TRADE.

Within the last year a grave situation has gradually arisen in this industry. The problems of Local No. 25 are gathering thick and fast. Work prices have fallen considerably. Some of the abuses which the protocol was to have abolished—the dual system of piecework and week work for operators, for instance—are still rampant. Sub-manufacturing, so distracting to the cloak trade, has raised its head here, too, creating similar evils.

There are what Brother Polakoff, the manager of the Association department, calls "the evil of the subsidized shops," and what Brother Baroff, the manager of the Independent shops, characterizes as "the growing evils of reorganization, jobbing and outside contracting." The elaborate system of collective bargaining prescribed by the protocol has in many shops been reduced to a mockery. Workers are intimidated into accepting any sort of price by the fear of being laid off after the season and by the threat of the employer to send the work to the outside shop. Large numbers of workers submit to these conditions in silence, failing to inform the Union of the encroachments on the improvements gained years ago, for fear of being discharged.

The waist and dress industry differs from the cloak and suit industry in the fact that its employees consist mostly of girls and women—84 per cent. of women to 16 per cent. of men. Thus the working population changes every few years.

After working three or four seasons some of them may leave the industry to get married. Others, owing to its seasonal character, may go into other trades and occupations. These are replaced by newcomers who do not always realize their obligations to the Union or to their sister workers—at any rate, not until the Union has gone to considerable expense of money and energy to impress union truths on them and get them into line. In the meantime employers see their best chance to exploit them under one pretext or another, and the officers of the Union have their hands full coping with unenlightened workers on one hand and grasping greed on the other.

In the last year the war gave employers a new pretext for discharges and other malpractices. Employers pretend to have sold their factories, or to have assigned supervision of the work to an outside contractor, or to have given up manufacturing and buying the finished garment. At the same time they exercise financial and administrative control over the firms who supply them with goods, yet they disclaim responsibility for them. The result is that old and loyal Union workers are replaced by newcomers, and wages and prices are reduced.

We gather from an official source that the local executive board has decided to institute a joint investigation of the extent to which prices have been reduced since the time Dr. N. I. Stone, who was the chief statistician of the Wage Scale Board, had issued his report.

One thing stands out in bold relief from the mass of accumulating evils: The Union is "alive and kicking." Local No. 25 of the waist and dressmakers is in splendid condition. Its offices are thronging with life and unrest and its machinery is becoming more perfect every day. Unscrupulous employers cannot deceive the people all the time, so long as this Union is on the alert.

On Thursday, September 2, Cooper Union will be crowded to its utmost capacity by the workers in this rich industry. They will come to utter a mighty warning to the would-be rulers of their lives in the shops to pursue no more their pretentious tactics in the "holy" name of profit. This industry is rich enough to afford the girls and women working therein proper remuneration and fair treatment.

WHITE GOODS WORKERS' CONTEST

While these lines are being penned the Whittegoods Workers' Union, Local No. 62, is in dispute with the contractors, and a strike in their shops is by no means a remote possibility.

The problem of the contractors has been outstanding ever since the general strike of 1913, when Local No. 62 came into public
prominence. A provision in the collective
agreement then signed with the Association
distinctly stipulated that employers were not
to send work out to any contractor who
failed to maintain the same union conditions
in his shop as obtain in the trade as a whole.

It became clear to the Union that the best
course to pursue in its efforts to control
these shops was to deal with the contractors
in the same way as with manufacturers hav­
ing individual agreements. This the Asso­
ciation opposed, claiming for the contractors
the same privileges as were enjoyed by its
members; and when the Union felt com­
pelled to call strikes in contractors' shops
the Association protested and arraigned
Brother S. Shore, the manager of the Local,
before the grievance board.

By espousing the contractors' cause the
Association left the Union no other alterna­
tive than to deal with the contractors in
case of disputes as with Association shops.
Thus the matter stood at the renewal of the
agreement in 1916.

The new agreement, concluded without a
strike, provided for a number of improve­
ments which were to apply also to the con­
tractors' shops. But while some contractors
complied with this provision, many re­
mained obdurate; and when the matter was
brought to the notice of the Association, the
latter suddenly changed front, giving the
Union a free hand to bring the contractors
under control.

Probably the Association assumed that the
Union was powerless to get the workers em­
ployed by the contractors into line. The
workers have, however, responded to the
Union's call and are prepared to stand up
for their rights even if it should come to a
fight.

A vigorous organizing campaign is being
carried on by the Union in these shops, lo­
cated mostly in Brooklyn. A significant meet­
ing was held there in August, when Brother
Shore went into every detail of the situation
and called on the workers to cooperate with
the Union in its efforts to help them. Other
speakers were Business Agents W. Davis
and H. Lang. The workers left the meeting
imbued with hopes that at last the time has
come when they, too, must enjoy the fruit
of the settlement arrived at with the manu­
The Union has opened an office at 143 McKibben Street, Brooklyn, where workers employed by contractors receive every information.

Will the contractors have the sense to avoid a struggle? This question will be decided during one of these days. In the meantime, Local No. 62 is in a state of tense activity.

**BONNAZ EMBROIDERERS STRIKE FOR BETTER CONDITIONS**

On Tuesday, August 24, the Bonnaz Embroiderers' Union, Local No. 66, called out about 600 workers from some 110 shops, after preparations of many weeks.

The local was reorganized last year, with the assistance of the International officers, from the remnant of the old Local No. 54, and its active members have this time displayed greater determination in their plans of a successful struggle for better working conditions.

As to the cause of the struggle, it is an old, old story in every trade where the workers are unorganized and unable to resist exploitation. The grievances are long hours, Sunday work, wretched wages, etc.

A number of employers had applied, requesting settlement with the Union even before the strike was called. This is a sure sign that the Union will secure a speedy victory. The terms are very moderate. Under the guidance of the general officers our locals are gradually learning practical business methods in their dealings with the employers. The workers ask for: 1. Union shops and union conditions; 2. 50 hours instead of 54 hours' work a week; 3. No Sunday work; 4. Not more than two hours' overtime in any given day, and not more than ten hours a week. Overtime shall be paid at double the regular rates.

As to wages, the scale laid down in the agreement, which employers are asked to sign, is $25 a week for first-class operators and $20 for second-class operators. Other conditions are: Payment by cash on every Monday; payment for the ten legal holidays; equal distribution of work in the dull season; access of a union representative to the shops for the purpose of adjusting disputes and exercising control over the membership; maintenance of sanitary conditions, and appropriate guarantees for due observance of the agreement.

Brother A. Solovieff, formerly with the Ladies' Tailors' Union, has been assigned by the International to assist the embroiderers in the strike and settlement with employers, and Attorney Jacob Panken is in charge of legal matters.

**RAINCOATMAKERS ASTIR**

After prolonged slackness in raincoat making, lasting more than a year, the trade has suddenly revived and now finds itself in a state bordering on prosperity.

The shops are busy, but the workers by no means get their due share of the increased volume of business. During several bad seasons work prices have been cut to more than half the amount at which they stood just two years ago, at the end of a bitter strike of two months' duration.

Upon the return of the sun of prosperity it was manifestly the duty of the employers to return to the wage scales and union conditions that obtained after agreements had been signed. But in regard to labor, the word "duty" is not to be found in the employers' vocabulary. The workers must enforce such duties by organization and united action.

Towards the end of last month preparations were made for a general strike, falling a settlement with the employers. At the time of writing there was still a ray of hope for a peaceful adjustment. Some of the raincoat manufacturers who had composed the Association of 1913 were willing to get together with the representatives of the Union for the purpose of discussing terms and arriving at a settlement, and a preliminary conference was held. A second conference was arranged for September 31. In the meantime the Union was actively deliberating on the terms to be presented to the employers, calling meetings and arranging for a walk-out. In the event the employers refused to meet the terms. Fuller details next month.

**CLEVELAND FORGING AHEAD**

Nothing so illustrates the manner in which Cleveland is forging ahead than the great meeting held at Royal Hall on Wednesday, August 18. Important trade matters had been announced for consideration at this meeting; and the facts that only members in good standing were admitted, that over 1,000 were present, and that the hall
was so crowded that many people were unable to gain entrance—these facts speak for themselves. The speakers at the meeting were International President B. Schlesinger, First Vice-President John F. Pierce, M. Pearlstein and D. Solomon.

President Schlesinger said that the officers of the International Union had not come to Cleveland to cause trouble. The manufacturers knew how to run their own businesses, and there was no intention of the officers interfering in that. What the workers want is a little better pay for their work and an arrangement that will result in a little better treatment of all of them. In his opinion, it should not be difficult to reach an agreement, especially with some of the larger manufacturers. He could not see how an arrangement as desired could be a drawback to the manufacturers' policy of taking care of their business. The very fact that the workers do not want to put anything in the way of the management of the business is proof that particular care would be taken to preserve the integrity of the market and the trade it has secured.

Scores of new members, representing all shops, are joining the locals every week.

Uneasiness is being displayed in collecting funds to aid the defence of the officers and members facing trial in New York.

A defence committee comprising several organizations has been formed, and the Cleveland Federation of Labor is said to have promised active support to the movement.

Brother Sigman and some of the defendants were invited to visit Cleveland and address a meeting to be held under the auspices of this committee. But in view of the approaching trial the defendant brothers were unable to name a date for their proposed visit.

ORGANIZING THE CORSET WORKERS AT BRIDGEPORT

There can be no question that the great wave of industrial unrest is increasing in volume all over the country. Instead of abating its force, the coming tide of prosperity will increase it. An illustration of this is shown by the trades in which business activity is quickening its pulse.

Towards the end of last month Bridgeport, Conn., was in the limelight with strikes in every factory. Textile workers, laundry workers, machine and screw operatives and metal workers of all kinds walked out of the shops, demanding and getting better pay and other improved conditions. Among these were several thousand corset workers, girls and women, who struck and thus increased their pay and reduced their working hours.

If this proves anything at all, it proves that now is the time for a great labor awakening and a huge augmentation of the organized ranks.

The conditions pictured in the report just issued by the Industrial Relations Commission were only too true of Bridgeport. When the girls walked out from the great firm of Warner we were told in glaring headlines that "child labor in the Warner Factory was abolished by President Warner"; and lest competition of other corset factories should hurt the Warner factory, President Warner immediately prophesied "that every corset factory will follow his lead." So, after all, a strike was not fomented in these factories—the girls had good cause to walk out.

Corset workers come under the jurisdiction of the International Ladies' Garment Workers' Union, and—upon intimation of A. F. of L. organizers the general office of the International got into communication with the local leaders, with a view to issuing a charter for a local of corset workers in Bridgeport.

The agreement signed by the Warner firm is a very good one. According to this there are to be no charges for defective work or for needles or thread. Prices for 48 hours' work are to be made equal to the 55-hour basis. A 13½ per cent. advance in wages; a system of adjusting grievances with a shop committee, falling which the workers may call in a representative of the American Federation of Labor, and other improvements were agreed to by the firm.

All this is, as already said, very good, but the girls must bear in mind that these things will not last unless they constitute themselves a well-organized local union. Without the power of the union, agreements prove a mere scrap of paper and are disregarded by the employers.

Mr. Roche and Mrs. Scully, organizers of the American Federation of Labor, have supervised the movement and have assisted in drafting the agreement. At this writing Mrs. Scully is still taking charge of the corset workers, helping to shape the organization.
Our Recent Struggle and Its Results
By B. SCHLESINGER

Our History dates from 1890; not the history of the present Union but the history of the cloakmakers' struggles. The cloakmakers used to be inspired with enthusiasm; they joined together in a union and presented demands to which the employers replied with a lockout. We won, but the victory lasted a few months and then, it simmered down to nothing. In 1891 we lost a strike. In 1893 we had a fresh strike. In 1894 the cloakmakers renewed the struggle and starved for sixteen weeks. Misfortune dogged their footsteps. The city then happened to be icebound, and many cloakmakers replaced their needles by shovels and removed the snow from the streets. The strike was lost.

Every year we returned to the fray and organized a new union. The union was born in the heat of the fight and lived a week before the strike and a few months after if the victory was ours; but not a single day if the strike was lost.

The work was attended by discouragement and despair. Not before the second half of the previous decade did we see the fruit of our labors. In 1905 we distributed over half a million circulars. The result was unexpected. A strike occurred in 1907, not of cloakmakers at whom we directed our efforts, but reefermakers. Some 2,000 of these hard-working immigrants fought stubbornly for weeks and months. One of the most important points conceded was that the employer should provide sewing machines, so that operators should not be required to drag the “donkey on their shoulders,” as the phrase ran. That was a substantial gain. The victory of the reefermakers re-echoed among the masses of cloakmakers. Gleams of hope once more inspired oppressed and aching souls. And when the shirtwaist makers went out on strike in 1909, the cloakmakers had already ranged themselves on our side in their tens of thousands. For the leaders of the cloakmakers were the same as those of the waistmakers. They now had a strike-machinery at their service ready for use, and it was applied with energy and enthusiasm in the historic general strike of cloakmakers in 1910, resulting in the protocol.

A distinction must be drawn between the significance of the protocol of 1910 and that of the present agreement. The protocol afforded positive gains. Even the seemingly petty provisions requiring the abolishment of foot power, and the introduction of electric power for operating machines, was a gain that could be felt in the very bone and marrow. The regulating of deposits for tools abolished another hardship. A reefermaker suffering starvation for months, upon finding employment, had to hunt for sums of $3.00 and $5.00 to deposit with the employer for the tools he was to use. From pressers a much larger security was exacted. In practice this amounted to a payment for the privilege of securing the job; and the difficulty of having these sums refunded upon their leaving the firm’s employ, was a hardship just as oppressive. The protocol fixed $1.00 as the sum of this deposit, for which the employer was required to give a formal receipt, and introduced similar improvements. These reforms cannot be overestimated. They have modernized the trade. Add the fifty-hour week, the preferential shop and the Board of Sanitary Control and it must be granted that the reforms were of profound significance. True, certain provisions in the protocol proved vexations, causing contention and dissatisfaction in the Union and imparting impetus to angry attacks on the protocol.

In reality, however, the cause of the dissatisfaction with the protocol lay without, rather than within it. It was to be found in the condition of the industry and of the workers therein. The sores had to be healed at their source. The mere scrap of paper was not responsible for them. This brings us to a consideration of an
aspect in the protocol on which it is necessary to dwell at some length, because it was owing thereto that the protocol had been abrogated, and it was precisely this that Mayor Mitchel's Council conceded to us.

Essentially, the controversy ranged around four points, all closely connected together. These were—our insistence on a standard of prices; restricting the employer's arbitrary right of discharging employees; restricting his right to reorganize his shop with the motive of discharging employees and our claim for a just distribution of work in slack seasons.

The protocol established in every shop a price committee with a shop chairman as spokesman. The committee is elected by the workers of the shop, and its function is to determine the piece prices of garments to be made in the factory. Usually, prolonged haggling between the employer and the price committee preceded the price fixing.

What was the result? Why this: Prices for one and the same garment varied in every shop. The stronger party at the bargaining invariably prevailed. Our Union controls some 2,000 shops in New York; yet it was not the Union that controlled the prices but 2,000 separate "unions," each shop acting independently of the other.

This method had a doubly-unfortunate effect on the condition of the trade. If the employer thought that the price was too high, he left the employees the contemplation of the price, and sent the garments to be made elsewhere; not to his contractor, as on former occasions; for according to the protocol he was responsible for the labor conditions under which the contractor made his work, but to the sub-manufacturer to whom he furnished the cloth in rolls instead of having it cut to size as furnished to the contractor. On the Union discovering the ownership of the cloth and calling the owner to account, the manufacturer would maintain that he had sold the cloth to the sub-manufacturer. Some manufacturers had the material sent to the sub-factory direct from the mill. Their garments would thus be made at a price lower than that fixed by the price committees in the inside shops; for in the sub-factory a different price committee was free to fix prices at its discretion.

Thus a system of cut-throat competition was being fostered which recoiled on the manufacturers themselves. Naturally the Union with its tens of thousands of members suffered most, because the standard of prices was sinking lower and lower. Yet the manufacturers blamed the Union for the growth of the sub-manufacturing system. This system afforded the manufacturers one way of circumventing the union conditions established by the protocol.

Another way was to hold in check the workers inside the factories. Active and loyal members of the price committee, who incurred the employer's displeasure by reason of their firm stand at price bargaining, might expect to be discharged sooner or later, or possibly right after the season, deliberately or on the pretext that the manufacturer intended to diminish the volume of his business and reorganize his shop. In that case the working force must be reduced, and the reduction hit those who courageously defended the interests of their brothers in the shop. Or, if not sent away, another sort of reckoning is reserved for loyal union men. At the end of the season the bundles of work become rarer for them; the manufacturer divides both quantity and quality among his cringing, flattering favorites, while the union men which he regards with disfavor sit at empty work tables.

The close connection between the aforesaid four abuses—price settlements, discharges, shop reorganization and distribution of work—is amply illustrated. Where the workers displayed a firm spirit and so managed at price bargaining to secure a higher price per garment they were visited by either one of the three above-specified punishments.

Such were the inner sores. The outward sores we know already; namely, the cancerous growth of the sub-shops which have been flourishing under the direct supervision of the manufacturers and for which they throw the blame on the Union.

Against all this the protocol contained one so-called safeguard—a provision enjoining the employer not to discriminate, that is, not to punish any worker for union activity.
Was this a proper safeguard? Let us see:

The onus of proving that a certain employee was discriminated against, devolved on the Union. Now, such proof could only be advanced in case an employee had been discharged while being a member of the price committee or immediately after. What proof, however, could the Union furnish in the case of a member who had no official connection with the price committee, but who incurred the employer’s displeasure for making suggestions to the price committee? How could the Union prove conclusively that he had been punished for his loyalty to the organization? That the safeguard of the protocol against discrimination was ineffective is indicated by the fact that the more active spirits among the workers of shops finally declined to serve on price committees. This resulted in the lowering of prices and deterioration of working conditions in most cloak shops.

Not a word was contained in the protocol in regard to the employer’s unrestricted right to reorganize his shop and equal distribution of work in slow seasons. Equal distribution of work had been customary prior to the introduction of the protocol; yet it was under its dispensation that employers tried to abolish the custom. Such a state of affairs spelt ruin for the Union. On one hand the sub-shops, which systematically wrought havoc in all higher union conditions; on the other hand the destructive effect of discrimination, which practically crippled the Union in the shop. The only alternative left to the Union was: Waging war against all these evils or go out of existence.

Obviously the interpreters of the protocol were much mistaken in the view that indispensable reforms could result from construing some of its provisions. The trade itself had to be reformed. First of all it was necessary to get the sub-shops out of the way.

But to effect this reform single-handed was beyond the power of the Union. It necessitated the combined efforts of both sides—the Union and Association.

Three years ago when the Union called a general strike in the sub-shops, the employers of the Association withdrew the entire work from these shops into the inside factories and thus compelled our members to act as strike breakers against their own brothers. The latter with their wives and children were starving while the former worked overtime. Under such conditions it was impossible to fight the sub-shops to a finish.

By turning out of the shops energetic and enterprising workers, the employers drive them into sub-manufacturing, which requires comparatively small capital. Thus, with their own hands, they sow the seeds that are destined to spread their injurious effect over the entire trade market. My experience tends to show that a large number of petty bosses were at one time good union men.

Clearly, so long as the activity of the Manufacturers’ Association tended to spite the Union, so long must the sub-shops remain.

The Union, therefore, devoted its entire attention and energy to get a clearer understanding with the Association. To render discrimination impossible, the provision of the protocol relating thereto had to be strengthened, and we proposed an addition that an employee has a right to complain against any wrongful discharge. We presented this request to the former Board of Arbitration, and the Board ruled: “that no employee who can be considered a regular employee should be discharged unfairly or without reasonable grounds.”

We agreed with this ruling. But the Association found a loophole to render it nugatory. “Regular,” they said, referred to a cloakmaker employed fifty-two weeks in the year. But such cloakmakers are very scarce; only a small percentage of them may be found. To us the term “regular cloakmakers” refers to a worker who has not temporarily left any trade to engage in cloakmaking. The question was again submitted to the Board of Arbitration, and, fearing that its decision would be in favor of the Union, the Association used an insignificant stoppage at Schwartz & Company as a pretext for abrogating the protocol a few days before the Board of Arbitration was to meet in session.

That is our history insofar as our relations with the Association were concerned. Then we began making our own history. We felt that failing to carry through this and several other points we might place the existence of our Union in jeopardy, and so we started testing our strength.
In spite of the terrible blow aimed at us recently, in the arrest and imprisonment of some of our most active comrades on concocted and absurd charges, the Union managed to demonstrate its power through its numerous well-attended meetings, particularly the impressive meeting at Madison Square Garden. Years of devotion and self-sacrifice of many active men in the movement succeeded in bringing together an immense crowd of workers and welded them into a solid mass determined to secure justice.

Our hands were now free. The gentlemen of the Association had abrogated the protocol. We availed ourselves of this freedom and drew up a series of requests, viz.:

Every union man wrongfully discharged, not only for union activity, should be entitled to have his case tried by an impartial person; a standard price of 75 cents for operators and 60 cents for finishers should be established to give tone and direction to price committees; impartial price experts, paid by the Union and appointed with the approval of the Association, should at all times have a right to control prices; these experts should constitute a kind of joint board, after the manner of the Joint Board of Sanitary Control; an advance in wages to week workers, equal distribution of work in slack seasons, no re-organization of shops on false pretences and several other requests.

We marshalled our forces with the requisite effect. It now remained for us to gain public opinion, and we succeeded. Our industry is one of the most important in the State of New York. The entire population of the State is keenly alive to the necessity that our industry shall flourish and the workers engaged therein shall earn a proper livelihood.

In addressing our requests to the Association we indirectly appealed to the impartial public and its official representatives. We offered to submit our requests to arbitration and pledged ourselves in advance to abide by the decision.

The Association felt bound to respect our proposition. Then the demonstration of our potential power in the short interval, during which our relations were severed, warned the employers of grave possibilities, and they agreed to arbitration.

Mayor Mitchell's Council of Conciliation found in our favor. Our requests, with slight changes—70 instead of 75 cents for operators, 60 instead of 60 cents for finishers and an advance in wages to the week workers—were granted.

Aside from this, the machinery which is to do duty under the new agreement and insure its proper working, is much simpler than the superseded machinery of the protocol. It will give better and more efficient service.

The Council's findings also concede to the employers privileges that we never wished to take from them. We have always recognized the right of the employers to discharge employees for incompetence, inefficiency, insubordination, etc. We did not desire a permanent tenure of employment for every worker.

The concessions to the workers above enumerated have a value which cannot be sufficiently appreciated. On comparing them with similar provisions of the old protocol, our gain is easily perceived. If we only succeed in carrying them into practice, we shall soon be in a position to place our trade on a sound basis and afford the cloakmakers an opportunity to work and live like human beings.
INTRODUCTORY

Our labor movement on the East Side has of late years grown strong and powerful, and has called forth general admiration.

Years ago our movement possessed enthusiasm only. Now it is also possessed of solid experience.

We have gone through many vicissitudes. Our ship has been tossed by surging, mountainous billows that threatened to submerge us, and we have also had normal periods of tranquility that flowed like peaceful brooks between sunny hills and meadows.

We have waged great strikes, titanic struggles that looked like tremendous popular uprisings. Our administrators and managers have ceased to be mere men of the moment. They are not only preachers of the final emancipation of the workers, but also competent leaders, practical men of affairs, employing tact and diplomacy in every move. Our organized life has become a factor in the community.

We have been, however, exempt from one thing. Heretofore our enemies have not, in sheer nervous desperation, sought to embroil us in serious lawsuits. We have never faced a conspiracy against us in the courts that should afford our people an opportunity to unite in loud protest, not only against their economic masters but likewise against the "political rulers of their lives." Now, we are going through even this ordeal.

The office of the District Attorney of New York has recently made an inept and stupid attempt to fasten a series of criminal acts on a number of our brave leaders and loyal members of our movement. Eight of these men have been behind bars in the Tombs for twelve weeks, but finally released on bail. Others are awaiting trial on minor charges which are supported by so-called evidence—a tissue of falsehoods—obtained from self-confessed criminals, creatures of the underworld, and countenanced by the sensational press.

I propose at this opportune moment to place before the reader in brief outline character sketches of our so-called "criminals." These biographical jottings will enable our readers and members of our unions to glance back to the surroundings of their earlier years and survey the field of their recent activities which have furnished the enemies of labor with a pretext to accuse them of crimes.

There is yet another consideration. These men have been moving within our own entourage. They have not been imported into the movement from without, but have risen from the ranks, and therefore constitute an epoch, so to say. The future chroniclers of our movement will have to take them into account. In this sense more than usual interest attaches to the story of their lives and characters.

MORRIS SIGMAN

Morris Sigman, the general secretary-treasurer of the International Ladies' Garment Workers' Union, was born in Bessarabia, Russia, and was brought up amid mercantile surroundings. Grain products are the staple industry of that part of the world. Those surroundings no doubt helped to mold his character and impart to it a cautious and energetic element.

For those who know Sigman personally have observed that reflection and forethought enter into all his actions, be these actions ordinary office work, meeting his fellow workers or employers in conference, or arbitrating with manufacturers. His is essentially an analytical mind. Every step before being taken must be dissected and explained in detail. Even where one cannot agree with him, one clearly understands what he is driving at and must respect his opinions. Yet, though reflective he is never absentminded. This is far from Sigman's energetic and restless nature.

Sigman left his native country and emigrated to England in 1902. There he first started working in the ladies' garment trade and soon became active in the labor movement in which he has since worked with his accustomed energy, zeal and deliberation.

His sojourn in England was brief, and he arrived in New York in 1903. Here he first fell in with the radical tendencies
that the young immigrants brought with them from Russia. One of these was to look askance at the trade unions of this country; their fingers moved too slow on the clock of time, and their methods did not appeal to his energetic nature. Upon the subsequent coming into existence of the I. W. W., Sigman was fired with enthusiasm for this movement. It was new, it talked of the necessity for continual action. It was precisely the thing he longed for.

But he was destined to be disillusioned. His reflective mood soon led him to distinguish between mere talk about action and the action that must be organized to be successful. Upon mature judgment it was borne upon him that the apparently slow-moving unions act with deliberation, and therefore more effectually and with better results.

Accordingly he left the I. W. W. and entered the International Ladies’ Garment Workers’ Union, taking with him the entire independent organization of cloak pressers, among whom Sigman and his colleagues exercised considerable influence. It did not take long before Sigman began to count in the councils of the International and the Joint Board of the Cloak and Skirt-makers’ Union.

In 1909 Sigman represented the Cloak Pressers’ Local in the Joint Board, and as soon as the agitation for a general strike in the cloak and suit industry assumed extensive proportions, and the cloak makers began pouring into the union in masses, men of ability and energy to devote themselves to the work of the union were required and he was chosen as one of them. In 1910 Sigman was one of the leaders of the historic general strike, and after peace had been concluded he was appointed one of the several office managers of the Cloak Makers’ Union. The Toronto convention of the International, in 1912, had elected him second vice-president, and immediately thereafter he was assigned to the New England States as general organizer. There he did effective work, paving the way for the cloak makers’ strike in Boston in 1913, and the wage improvements and union conditions then gained as a result.

During 1912 Sigman was elected secretary-treasurer by his local union—the Cloak Pressers, No. 35. His special knowledge and experience of this branch of trade gave him an insight into the needs and requirements of the pressers, who are recognized as the hardest workers in the cloak industry. He saw that to prove effective and of permanent value to the workers, the Union must not only improve their shop conditions but must become an important element in their lives. The union must be the workers haven of refuge; it must afford them relief in sickness and distress; it must afford them facilities for education and for mental development.

He did not fail to impress these ideas on the members of his local on every available occasion, until with the assistance of his colleagues on the Local Executive Board he succeeded in introducing sick and consumption benefits and a special lending library, controlled by a committee of the local. These features have proven a boon to the members. Other locals of the International have since followed in the wake of the Pressers’ Union and have introduced similar beneficiary features.

While this good work was being perfected, Sigman and his colleagues, Metz and Stupniker, were made the victims of a black conspiracy with the aim of directing a blow at the Cloak Makers’ Union. They were arrested in March, 1914, on so-called evidence furnished by a scab-protecting agency in league with hostile employers, that they had been concerned in a case of murder that had occurred in 1910. Clearly the object of the conspirators was to deprive the union of the services of these comrades and cause demoralization in the ranks.

Our attorneys, however, succeeded in showing the unfounded nature of the evidence against them and they were released on bail. This happened just prior to the International Convention held in Cleveland, in June, 1914, to which Sigman went as a delegate from his local, and was elected general secretary-treasurer of the International.

A year’s work in connection with this office has proven that the convention selected the right man.

His caution and plan-like action, the assiduity with which he pursues ideas tending to improvement, at once stamp him as the right man in the right place.

The constitution of every organization
prescribes the duties of its officers. But in a responsible office like this the officer is often obliged to act not only in the letter but in the spirit of the constitution. This implies the possession of original ideas with which Sigman is gifted. It implies executive ability, devotion and self-sacrifice — qualities which Sigman has brought to bear on his work. Another requisite is the gift of personality — dealing with and exercising influence over men. This, too, enters into his character.

Sigman has introduced several important improvements into his department. Owing to his energy the financial department of the International has been placed on a more systematic basis. Even in financial matters the International and its locals are more closely knit together now than ever before. The general office is taking a direct interest in the management of local finances, and is in frequent communication with financial secretaries and bookkeepers through its general auditor. Sigman has done much to crystallize this system and has given close attention to every minute detail of his work, with the result that his department is in the best order.

In addition to all this, Sigman is active in other fields. He helps in the general organizing work, speaks at meetings and takes a personal interest in the affairs of every local. He adjusts disputes, both with employers and among the workers. The scope and quality of his work is well known to all who come in frequent contact with him.

On Saturday, August 7, Sigman, who had been recommitted to the Tombs a second time in May last in connection with the same charge, was again released on bail, together with the seven comrades who had been accused with him. It is sufficient to quote here the words of Supreme Court Justice Ford in admitting them to bail:

"The evidence against them, as shown by the minutes of the Grand Jury which held the defendants, is, to say the least, inconclusive as to all, and of questionable probative force as to most."

This inspires all and sundry in the final triumph of justice. The entire charge against these innocent men may soon collapse like a house of cards.

Brief sketches of Vice-President ••• and Organizer Julius Wolf will be given in future issues of this Journal.

The Philadelphia Waist, Silk Suit and Children's Dressmakers

By A. SILVER

At a recent meeting of the Executive Board of our local we have been discussing some of the pressing needs and problems of our trade. The meeting was quite stormy and opinions were at variance.

One of the girl members of the Board, in speaking of the different elements of workers of which our Union is formed, expressed herself in the following way: "Our main difficulty in approaching the workers in the trade consists in the fact that we have to deal with people who require not organization, but rather reorganization."

For an outsider this remark may appear to be not altogether sound from a theoretical point of view, as the notion prevails that it is much easier to talk "organization" to people who have already at one time belonged to the Union, and have mastered the A. B. C. of organization problems. Such people are supposed to be ripe and ready for action at the very first call.

But the man on the inside, who has passed through all the initial stages of the work, will understand the full meaning of this "reorganization." He fully appreciates the task of the man or woman who would come to a mass of workers who at one time were the chief sponsors and builders, as well as the grave-diggers of their own union, and ring before them the praises and advantages of an organization. You may talk to them with all the enthusiasm your soul is capable of, you may argue until your throat is dry and your lips are parched and they still look at you as upon an idle spouter. "What are all these stories
for?" you plainly read in their impatient faces. "We know all these fairy tales, we have had a union already!" Such were my first experiences when I set out on my mission a few months ago to organize the waist and dressmakers in the city of Philadelphia.

The story is as follows:

**Waistmakers**

Six years ago, in 1909, when the waist and dress trade in New York went through the famous strike, these people had a general strike here too. It would involve a great deal of time and space to tell in detail the circumstances under which that strike was called. One thing, however, must be stated—that strike which is still lingering in the minds and hearts of the Philadelphia waistmakers was neither organised nor prepared. It appears that at the time there was a strike, a call from New York was sufficient to bring about the walkout. It took a few organizers only a couple of days to instill confidence into the workers, and when the word was given the major part of the trade became paralyzed. But a response of such a nature does not always spell success, and so, while it was not hard under the circumstances to create a stir or a general strike, it proved to be mighty difficult to hold in line the mass of unorganized workers for a long while. The artificially created enthusiasm lasted only for a week or two and the strike soon became demoralized. Shop after shop began to break away and amidst general discontent the strike was somehow "settled." It stood to reason that after such a "settlement" the conditions of the workers in the shops has even become worse than before the strike, and the antipathy of the workers to the Union grew correspondingly. Even now, after six years have passed, when I came to the Philadelphia waistmakers to talk organization they met my arguments with ill-concealed distrust and lack of confidence.

**The Silk Suit Makers**

These workers have maintained a local union of their own, Local No. 55, for reasons that I am unable to grasp even now. I hear that they have at one time had quite a strong organization. But the decline of the Waistmakers' Union has weakened them, too, and little by little they dwindled down to almost nothing. When I first came to their meeting to talk about reorganizing the trade and about amalgamating with the waistmakers' local, I was met with volleys of bitter contention against the International Union, and personal insinuations against "paid organizers and speakers." And to be sure, all those who felt so embittered were not people who have at any time betrayed their union, but honest and sincere workers who were driven to such skeptical views by the logic of unfortunate events in the past.

**The Children's Dressmakers**

These people never yet had the pangs of a lost union, nor the storm and fight of a general strike, and it is small wonder that the employers of the trade felt towards their workers like the lords of old towards their chattel slaves. About two years ago some children's dressmakers got together and formed a little organization without the aid of the International Union. The United Hebrew Trades in Philadelphia took a hand in the matter and advised them to get into the waistmakers' local, which they did.

Yet, there seems to be a silvery lining to every cloud. While the mass of workers in the trade seemed apathetic and unresponsive, there were among them a group of staunch and loyal workers who for years have fought with desperate stubbornness for the life of their union, and these being also members of the Executive Board were never found wanting when emergencies arose, even to the extent of personal losses and sacrifices. This Executive Board was the only source of encouragement that kept up my spirits during my first days in Philadelphia and gave me inspiration for further work.

**Our Growth**

In the course of three or four months we have succeeded in removing all the obstacles that were in our way. The distrust of the workers towards the Union has vanished completely, and now they join the Union with faith and confidence in its future. A great deal of credit for the remarkable growth of the Union must be attributed to the work of our Organization Committee. This committee consists of 50 loyal members who hold weekly meetings at which plans are laid out and acted upon. It is a matter of sincere delight for
me to attend the meetings of this committee and to watch the enthusiasm with which they take up their tasks. The success of each mass meeting and of all our undertakings are the direct results of the beehive activity of these men and women.

The American Branch

The English-speaking women have always kept aloof from the organization, even when the waistmakers had controlled the Philadelphia trade. To be sure, this attitude of the Gentile workers was the big stumbling block in the way of the organized Jewish workers. We have, however, broken down this prejudice now; our American Branch numbers a few hundreds of members, and with the assistance of Miss Rose Schneiderman, who has given all her time to this branch for the last few months, the future of this branch is assured.

Our Picnic

We had our annual outing on the 31st of July and the crowds that attended it were extraordinarily large. They never saw such an outpouring of people at a picnic here in Philadelphia, and practically all these thousands came from the ranks of our own trades. The joy of the members was indescribable, as apart from the financial success this large attendance also meant a moral victory. We have gained a number of new members at this picnic and it had a very favorable effect on the subsequent member meetings.

Until now the Union has already had a few small and some larger strikes. Most of these were due to acts of discrimination on the part of employers against some active Union people in their shops. All our strikes were successful and have made a strong impression on the rank and file of our membership and the slogan among our people here to-day is: "New York has fought and won, when is our next?"

New Jersey Problems

By H. DUBINSKY

Up to the time of the abrogation of the protocol we had made satisfactory progress in our organizing work in the state of New Jersey. The number of non-union sub-manufacturers kept on the decline. We were more than sure that the sub-manufacturing problem in New Jersey was being solved. Shop after shop fell under the Union's ban, and as soon as an unfair shop became unionized, that shop ceased to exist as a detriment to union shops outside of New Jersey. The owners of such shops began to realize that there was no escape from the Union even in New Jersey, and their crusade against the organization—a crusade which had at times assumed a desperate attitude towards the organizers in charge of organizing work.

As soon as the protocol was abrogated, and the outlook of a general strike was threatening the industry, manufacturers—not sub-manufacturers, but legitimate houses—began to flock into New Jersey. Cities, towns and hamlets destitute of seeing business developed in their localities placed at the disposal of such manufacturers factories and electric power free of charge, and in particular a promise to keep union activities in check. Thus we lost some ground, and our activities were checked for the time being. It is not an easy proposition to fight the combined forces of the employer, the city or town authorities, and the indifferent employees of the sort that is found on New Jersey soil. I will only do my duty in stating, that if not for the active cooperation of organized labor in New Jersey, Heaven knows where we would have landed.

The Hudson County Central Labor Union came out strong against the new comers who were making New Jersey the fighting spot against our Union in New York. The local did likewise, and this went a long way to help us. There is no doubt in my mind that the lost ground will be recovered as soon as the general situation in the industry will assume its normal aspect. For after all, it is not very profitable to manufacture cloaks and suits in towns and hamlets, even in New Jersey, continually haunted by the fear that "the Union will
get them finally." What really appears to be very dangerous and threatening is the strange attitude of the outside workers to the inside workers. The outside workers refuse point blank to maintain the standard of wages laid down by Mayor Mitchel's Council of Conciliators. They claim that as long as they are unable to find employment in inside shops, and are forced to seek employment outside, they must accept lower wages. They contend that should the outside workers insist upon the standard, all the work will remain in the inside shops. Here we have a problem which must be solved by practical application of plans. As long as no solution is found we shall keep on hammering only to hear the echo as a voice in the wilderness.

Unity must exist between all the workers engaged in the industry; the inside worker must make some arrangement for his brother who is forced to seek his bread in the outside shop.

In Newark Miss Craig has been conducting a vigorous agitation, spreading trade unionism among the waist and white goods workers. The field is ripe for material results, and the local is not in a position to take a step on its own initiative that would involve a considerable number of workers in a strike. The employers in Newark are vigilant, and as soon as they discover that any of their employees have joined the union the employee is discharged immediately. We had a number of cases where union girls lost their jobs and the local union was helpless and unable to render them assistance. We must bear in mind that the big locals in New York have achieved their present standing only after one or two general strikes. When we look into the history of our larger locals we find that years of untold effort and sacrifice brought about their present prosperous existence. Furthermore, New York is a center of activity, and the steady hammering by the various labor groups had a telling effect. In Newark no such agitation exists. The majority of the employees in the waist and white goods factories consider themselves superior to the so-called foreign element, and the union was not very appealing to them.

Should our general office in conjunction with Locals No. 25 and 62 make a combined effort in lending Newark their assistance, there is no doubt in my mind that the response of the Newark girls will be hearty. The manufacturers will take notice and the probabilities are that Newark will enjoy Union conditions.

RESOLUTIONS

"At a regular meeting of the Legal Defence Committee of Cleveland, recently, the following resolutions were unanimously adopted:

"Whereas, A number of labor leaders have been arrested in New York charged with serious crimes including murder in the first degree;

"Whereas, The evidence on which the indictments were returned consists of accusations made by self-confessed criminals and gangsters against well-known men of honesty and unblemished character and reputation;

"Whereas, These same self-confessed criminals, implicating themselves in the crimes they charge the labor leaders with committing, are free while some of the latter were in jail, bail being denied them;

"Whereas, The indictments returned are for acts alleged to have been perpetrated in 1910, and at the same time garment manufacturers all over the country are making attempts to prejudice the public against organized labor in general and the Ladies' Garment Workers' Union in particular; therefore, be it

"Resolved, That in view of the aforesaid facts, we charge that the accusations made against these labor leaders are part of a general scheme to discredit organized labor, to deplete its treasuries by costly defense of its leaders, and thus incapacitate the toilers in the struggle for the right, and we pledge ourselves to aid morally and financially in the effort to prove the innocence of these men.

"We also call upon lovers of liberty and friends of labor to join in the movement to demand a fair trial for these men."
THE CONVICTION OF LAWSON

Resolution by the Ladies’ Garment Cutters
Local, No. 10

Whereas, John R. Lawson, an organizer of the United Mine Workers of America, has been convicted of a crime he has never committed, and

Whereas, it has developed that his conviction has been prearranged by the hired henchmen of the Rockefeller interests, who comprised the jury, and that the presiding justice, Granby Hillyer, was formerly and up to the time of the trial in the employ of the coal companies, which inevitably precipitated the conviction of this noble man, fighting for justice and the humane treatment of the down-trodden mine workers, and

Whereas, it was conclusively established that the findings of the jury were based upon hatred, prejudice and direct orders of the “Powers That Be,” the jury disagreeing and arriving at the verdict only upon express orders of the court, a parallel which can be found only in the history of the dark ages, and

Whereas, being cognizant of the persecution John R. Lawson was subjected to, in taking the foregoing facts into consideration, and knowing the attitude of the Rockefeller interests towards the working class in general and organized labor in particular—all which tend to substantiate the doubt of Lawson’s guilt; therefore be it

Resolved, that we, the undersigned, representing an organization of 10,000 men in executive session assembled, do hereby declare our belief in the innocence of John R. Lawson, and be it further

Resolved, that we hereby condemn and indict the Rockefeller interests of conspiring against our brother with a view of murdering him in cold blood, as they did women and children in Ludlow, Colorado, and be it further

Resolved, that we call upon the Governor of the State of Colorado to use his official influence to remove from the brow of his state the stigma of murder and persecution which has been stamped there by the conviction of John R. Lawson, and we pledge our moral and financial support toward the effort of vindicating John R. Lawson and setting him free.

Resolved, that a copy of these resolutions be spread upon the minutes, a copy sent to the public press, a copy to the Governor of Colorado, a copy to President Wilson, and a copy published in our weekly bulletin.

Respectfully submitted,

SIMON BLOCH,
Secretary.

JOHN C. RYAN,
President.

Successful Experiments in Industrial Democracy

From Her Report to the Recent Convention of the Women’s Trade Union League.

By MRS. RAYMOND ROHINS
(National President)

It is interesting to note that the great co-operative movement of England and Europe began in the difficult years of 1844-48-49, in the midst of suffering, want and hunger. In asking you to consider briefly for a few moments the co-operative movement, I ask you to remember that I am not making a plea for any specific form of co-operative work. Each country in Europe has met its own difficulties and its own problems in its own way. We in America will meet our difficulties and our problems in our way; but, in asking you to consider some of the manifestations of this co-operative movement I wish you to know that in my judgment its chief service lies in the attempt to realize in the form of self-governing workshops the ideal of a democratic control of industry. Whether, therefore, I speak of co-operative stores in Great Britain and Europe or of the co-operative loan and credit societies and the co-operative banks or of the co-operative dairies and other farm organizations, I ask you to remember with me that the ideal of democratic control in industry underlies all these efforts.

Surely, there could not be found even
today greater industrial depression or more difficult days than the weavers of Rochdale had to meet in the “hungry forties.” Unemployment followed upon hard times. With an astonishing certainty of conviction that they would find a “way out,” twelve of these weavers pledged themselves to set aside twopence a week for a fund with which to start their own co-operative stores. A little while later forty men formed the Equitable Pioneer Society and their twopence a week were raised to threepence a week. They lived in the little town of Rochdale, but were so widely separated that their appointed collector had to walk twenty miles every Sunday to make possible the weekly threepence contribution. At the end of a year the great sum of twenty-eight pounds was realized, and with this sum and their boundless faith and undaunted courage, they started to build a new world.

Of the vast undertakings of that co-operative movement to-day we all know. In 1844, the Rochdale pioneers at their first Toad Lane gathering set aside two and a half per cent. of the profits from their stores for the education of the rank and file of their members, and in 1908, as a result of this provision, the annual assessment of $500,000 was placed in the educational fund. Classes in economics, citizenship, in the principles of co-operation, co-operative bookkeeping, etc., began slowly but in 1908 there were 12,000 students.

The People’s Banks and Credit Societies started in Germany in the “forties” by F. W. Reiffelsen and Herman Schulze-Delitsche, the first, for farmers, and the second for townspeople; and in Italy in 1866, by Luigi Luzzatti, at one time premier, cabinet member and secretary of the treasury, have steadily grown in power and service. Starting in each instance with a small contribution of one or two dollars from fifty or a hundred men of vision, with faith in themselves and in their fellow workers, these People’s Banks of Milan, Padua and Novaro have grown to the output of one billion dollars yearly; and the nine hundred Schulze-Delitsche banks have an annual “turn over” of four billion dollars. The history of these banks is the story of democracy financing itself.

The value of such financial co-operation is everywhere in evidence and is finely illustrated by the work undertaken by the Milan Federation of Co-operatives of Production and Labor, who in 1909 undertook the construction of the great railway terminal in Milan at a cost of forty millions of dollars. They are employing a distinguished engineer as their chief engineer for their work, and have elected from among their own ranks and membership superintendents and foremen. Nor is this capacity to do greatly through co-operation limited to the skilled workman. The Central Federation of Carriers in Italy representing the men who drive the carts and collect the gravel along the lowlands of the Adriatic, accept to-day provincial and communal orders for the construction and repair of all roads in the Province of Bologna, and the gravel supplies for all the buildings are now handled through the Central Federation. In Ravenna the Co-operative Masons’ Society rented from the government extensive marshes at Ostra on which to employ, at works of reclamation, their own unemployed members. This experiment brought much land successfully under cultivation and gave livelihood for a large number of families. Wherever you meet working men and women and ask them about their work and how they secured the contract and the necessary guaranty to obtain it; how they have been able to buy the necessary machinery, they will tell you that they are members of a Co-operative Bank, that they deposited their contract as a security for the loan. However splendid these co-operative undertakings are, it is yet true that some of the most important service is rendered to the individual men and women members of these banks who through their membership are entitled to individual loans, based on their character and capacity for work. For instance, a young factory girl realizing that she could do better if she were given a chance to establish her own bakery, a work she infinitely preferred, borrowed the sum of two hundred dollars in one of the smaller cities of Germany with nothing but her good word as security. In many other instances, of which I personally know, money was borrowed from these co-operative banks for vacations and to tide over difficult times during illness. The whole thought underlying these co-operative banks is that character is a great asset and best security.

Probably one of the most interesting at-
tempts to assure to the workers democratic control of industry is to be found in the famous Zeiss optical works at Jena. About half a century ago Karl Zeiss, a practical mechanic without any scientific training, started the work of optics in Jena. In 1866 he asked Ernst Abbe, a young professor of astronomy at the University of Jena, to enter the work with him. Abbe became sole owner in 1889, and in 1891 transferred his fortune to the Karl Zeiss Foundation. A Workers' Board is elected annually by all workers over eighteen years of age, and this Workers' Board elects an Executive Committee of seven. The managers draw only salaries and these are never to exceed ten times the amount of an ordinary workman's wage. All workers below the heads of departments receive among themselves the ultimate net profits. Special provision was made by Abbe that a portion of the surplus profits should be devoted to the promotion of science, to the development of the University of Jena, and for the benefit of the town. The University has gained new professorships and additional libraries, and the town has been provided with a splendidly equipped people's hall, a free library, a commercial school, a beautiful music hall, and a whole range of rooms for lectures and meetings. One other outstanding fact, it is interesting to note; namely, that both Zeiss and Abbe refused to patent any of their inventions.

Abbe set himself to work out experimentally the conditions of the labor contract on the assumption that all human beings concerned had a right equally to consideration. The hours of work are eight a day. The works are closed for the Christmas holidays and also on the first of May, but wages are paid without interruption. In addition every workman is allowed two weeks' vacation with pay. Complete provision is made excluding all government aid for sickness, accident, disablement and old age. After six months' probation every workman engaged is guaranteed constant employment and cannot be dismissed except for grave misconduct. This is a matter of legal right enforceable in the courts of law.
לע Lýייטס נאראטעמש וארקעים

אנאנסרי על

אנענאט צאאפרער ינצ'

יונאנר אַּרעןְּגנָאָטשאָה, ויִרְדוֹס, יַטֶּב שֵׁלָּל. בְּלִיוֹן קְלִנָּן אַּךְּ דָּעָה מְחַלִּית, מֵאָּלָּל מִסְּרָאָטשִׁיַּּתְּלָּה נְאָּרָּסְּכָה קָדִין גָּרֶּה קְלִנָּן, שֵׁלָּל. יַטֶּב שֵׁלָּל מְכַּרָּת סְכִּיָּה אִלָּה מְכַּרָּת סְכִּיָּה, מֵאָּלָּל מִסְּרָאָטשִׁיַּּתְּלָּה נְאָּרָּסְּכָה קָדִין גָּרֶּה. וְיַטֶּב שֵׁלָּל מְכַּרָּת סְכִּיָּה אִלָּה מְכַּרָּת סְכִּיָּה, מֵאָּלָּל מִסְּרָאָטשִׁיַּּתְּלָּה נְאָּרָּסְּכָה קָדִין גָּרֶּה. וְיַטֶּב שֵׁלָּל מְכַּרָּת סְכִּיָּה אִלָּה מְכַּרָּת סְכִּיָּה, מֵאָּלָּל מִסְּרָאָטשִׁיַּּתְּלָּה נְאָּרָּסְּכָה קָדִין גָּרֶּה. וְיַטֶּב שֵׁלָּל מְכַּרָּת סְכִּיָּה אִלָּה מְכַּרָּת סְכִּיָּה, מֵאָּלָּל מִסְּרָאָטשִׁיַּּתְּלָּה נְאָּרָּסְּכָה קָדִין גָּרֶּה.
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<thead>
<tr>
<th>Local Union</th>
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<tr>
<td>35. New York Pressers</td>
<td>228 Second Ave., New York City</td>
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<tr>
<td>37. Cleveland Cloak Pressers' Union</td>
<td>132 Prospect Ave., Cleveland, Ohio</td>
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<tr>
<td>38. New York Ladies' Tailors</td>
<td>726 Lexington Ave., New York City</td>
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<td>39. New York Wrapper and Kimono Makers</td>
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<td>41. Chicago, Ill., Cloakmakers</td>
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<td>94 Malden St., East Everett, Mass.</td>
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<td>46. New York Children Dressmakers</td>
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<td>47. Montreal, Canada, Custom Ladies' Tailors</td>
<td>1058 F. Berri St., Montreal, Canada</td>
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<tr>
<td>48. Los Angeles Ladies' Garment Workers</td>
<td>309 N. Chicago St., Los Angeles, Cal.</td>
</tr>
<tr>
<td>50. Chicago Raincoat Makers</td>
<td>1145 Blue Island Ave., Chicago, Ill</td>
</tr>
<tr>
<td>52. New York Waist Buttonhole Makers</td>
<td>106 Forsyth St., New York City</td>
</tr>
<tr>
<td>53. Chicago Waist and White Goods Workers</td>
<td>1815 W. Division St., Chicago, Ill</td>
</tr>
<tr>
<td>54. Montreal, Canada, Cloak and Skirt Pressers</td>
<td>37 Prince Arthur E., Montreal, Canada</td>
</tr>
<tr>
<td>55. New York White Goods Workers</td>
<td>39 E. Second St., New York City</td>
</tr>
<tr>
<td>56. Cincinnati Cloakmakers</td>
<td>122 W. 5th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>57. New York Buttonhole Makers</td>
<td>57 W. 21st St., New York City</td>
</tr>
<tr>
<td>58. Brooklyn Ladies' Tailors</td>
<td>45 Graham Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>59. New York Bonnaz Embroiderers</td>
<td>25 3rd Ave., New York City</td>
</tr>
<tr>
<td>60. Toledo Cloakmakers</td>
<td>222 Beacon St., Toledo, Ohio</td>
</tr>
<tr>
<td>62. Toronto Skirt and Dressmakers</td>
<td>423 Sackville St., Toronto, Canada</td>
</tr>
<tr>
<td>63. Chicago Ladies' Tailors</td>
<td>1447 S. Spaulding Ave., Chicago, Ill</td>
</tr>
<tr>
<td>64. Boston Amalgamated Cutters</td>
<td>8 Lovering St., Boston, Mass.</td>
</tr>
<tr>
<td>66. Toledo Cloak and Suit Cutters</td>
<td>615 Main St., Toledo, Ohio</td>
</tr>
<tr>
<td>67. St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>68. Bridgeport Ladies' Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>69. Chicago Cloak and Suit Cutters</td>
<td>1531 W. 14th St., Chicago, Ill</td>
</tr>
<tr>
<td>71. Toronto, Canada, Cutters</td>
<td>101 Dundas St., Toronto, Canada</td>
</tr>
<tr>
<td>72. Buffalo Garment Workers</td>
<td>73 William St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>73. Toronto, Canada, Cloak Pressers</td>
<td>71 Nassau St., Toronto, Canada</td>
</tr>
<tr>
<td>74. Cincinnati Skirt Pressers</td>
<td>417 David St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>75. Pittsburg Ladies' Tailors</td>
<td>211 Amity St., Homestead, Pa.</td>
</tr>
<tr>
<td>76. Providence Ladies' Tailors</td>
<td>473 N. Main St., Providence, R. I.</td>
</tr>
<tr>
<td>77. Richmond Ladies' Tailors</td>
<td>411A N. Smith St., Richmond, Va.</td>
</tr>
<tr>
<td>78. Montreal, Canada, Raincoat Makers</td>
<td>20 St. Cecil St., Montreal, Canada</td>
</tr>
<tr>
<td>79. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>80. Stockton, Cal., Ladies' Tailors</td>
<td>507 E. Miner Ave., Stockton, Cal.</td>
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<tr>
<td>81. Ladies' Neckwear Cutters</td>
<td>890 Park Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>82. Fall River Ladies' Garment Workers</td>
<td>160 State St., Fall River, Mass.</td>
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<tr>
<td>83. Omaha, Neb., Ladies' Tailors</td>
<td>2809 N. 15th St., Omaha, Neb.</td>
</tr>
<tr>
<td>84. Cleveland Raincoat Makers</td>
<td>3611 Burwell Ave., Cleveland, Ohio</td>
</tr>
<tr>
<td>85. Montreal, Canada, Ladies' Waist Makers</td>
<td>147 Colonial Ave., Montreal, Canada</td>
</tr>
<tr>
<td>86. Newark Waist and White Goods Workers</td>
<td>118 Market St., Newark, N. J.</td>
</tr>
<tr>
<td>87. Raincoat Makers of St. Louis</td>
<td>Fraternal Bldg., St. Louis, Mo.</td>
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אין לי יכולות לנתח ולהבין את המלוניות המוצג בתמונה.
וער ליידם זמנים וירקנעה

שנענו וきました... נاحتم מנור בניה נועה.

ואשר פלטינרם עירא célibיטים בזירעה פספס.

ינועו כך לעArgumentException ישאר פלטינสโมสร.

ונועה הנצחה וזרעים עירא célibיטים בזירעה פספס.
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 TreeSet\(\text{ TreeSet}\) of the set of elements. For any subset, the size is the number of elements in that subset. For the entire collection, the size is the total number of elements. The TreeSet contains only unique elements, making it ideal for implementing sets, where the lack of duplicates is a fundamental requirement.
1916

כיתוב יד של אדם אואץ הנכתב בערבית. המחבר מתאר אירועים שונים שהתרחשו durante שנת 1915, כגון לחימה, עונשים ומאמץ. המחבר מתאר גם אירועים שונים שבאימוונותיו personally.]
מעוזים במשהו.- הקביעה היא מזימה לה失信, מה שהופך אותה למשימה נוראית.

שאלה: האם המחברת לקבעה מזימה לה失信, מה שהופך אותה למשימה נוראית? 

תשובה: לא, המחברת לקבעה היא מזימה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מה שהופך את הקביעה למשימה נוראות? 

תשובה: מה שהופך את הקביעה למשימה נוראות הוא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מחmalıdırון על המחברת לקבעה לה失信? 

תשובה: אל מחדרון על המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מה שהופך את המחברת לקבעה למשימה נוראות? 

תשובה: מה שהופך את המחברת לקבעה למשימה נוראות הוא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מה שהופך את המחברת לקבעה למשימה נוראות? 

תשובה: מה שהופך את המחברת לקבעה למשימה נוראות הוא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

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תשובה: מה שהופך את המחברת לקבעה למשימה נוראות הוא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מה שהופך את המחברת לקבעה למשימה נוראות? 

תשובה: מה שהופך את המחברת لكבעה למשימה נוראות היא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מה שהופך את המחברת לקבעה למשימה נוראות? 

תשובה: מה שהופך את המחברת לקבעה למשימה נוראות היא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מה שהופך את המחברת לקבעה למשימה נוראות? 

תשובה: מה שהופך את המחברת לקבעה למשימה נוראות היא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.

שאלה: מה שהופך את המחברת לקבעה למשימה נוראות? 

תשובה: מה שהופך את המחברת לקבעה למשימה נוראות היא המחברת לקבעה לה失信, מה שהופך אותה למשימה נוראות.
שאלה בנויה באוצרת ומרמזת על תנהקה של נשים אישה והגירה ביתית.

יזי בל.

הוא נתן עוד אינספור מגידים
ולנדה דירק.

יגיעו ויצאו ממקום הפרצוףquez,
שלמים יד ימין ויד שמאל, זא.

לvoie מגרשים שונים ואיתנים
_lb173 תקועים בולם.

פרויקטים תכשיטני חכמה צสนใจים
שוכנים, דג מטיילים ומזרחיים

הנה יד ימין ויד שמאל, זא.

לvoie מגרשים שונים ואיתנים
_lb173 תקועים בולם.
זוהי "פרונטלים".

(ז"ע ת"ע: דובץ 인정טסנץ טר italiana: גורנথ ש"טטנץ יפס"טטנץ ארגנטינט")

אני כה שמח, אם לא שמחון שחלחלה מוחלפת; אני ביוונית קיימת, אם לא קיימת שחלחלה מוחלפת; אני בבר-
1915

שלום,
אני רוצהgarsを作詞するために、何かを知りたいです。

אתים של ציון בפוארים, שיר של ציון בפוארים, שיר של ציון בפוארים.

אני רוצהgarsを作詞するために、何かを知りたいです。

אתים של ציון בפוארים, שיר של ציון בפוארים, שיר של ציון בפוארים.

אני רוצהgarsを作詞のために、何かを知りたいです。

אתים של ציון בפוארים, שיר של ציון בפוארים, שיר של ציון בפוארים.

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אתים של ציון בפוארים, שיר של ציון בפוארים, שיר של ציון בפוארים.

אני רוצהgarsを作詞のために、何かを知りたいです。

אתים של ציון בפוארים, שיר של ציון בפוארים, שיר של ציון בפוארים.

אני רוצהgarsを作詞のために、何かを知りたいです。

אתים של ציון בפוארים, שיר של ציון בפוארים, שיר של ציון בפוארים.
לעט חלופי ועקרונות האידאולוגיה

בבריאות, ישermen העלאה שמעון מחזק חד"ש שמעון מחזק נוח המעמד עם הדרכים של הלייבור. הוא מאמין שמגמהים של הלייבור ייכולים לנהל את המדינה באופן טוב יותר מאשר המפלגות האחרות. הוא מבקש לנהל את המדינה באופן קואליציוני עם המפלגות האחרות, incluso עם המפלגה הליכרהתיתית.

בד"ח הוא מארגן וльцמיסיון דינמי. הוא הנוכחי וה趺adero של שלושה מועדים שונים. הוא מת/slick בין פוליטיקאים אחרים כגון עזיבון וינטוב, חברו הוותיק במפלגת הליכרהתיתית, ול��נ"ה איבנוב, חברו הוותיק במפלגת הליכרהתיתית נובסקיה.

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ד"ה פיקא ישראל וידסיím צומ ז sequentially translated by
דרשמ"ך

שען א' בהודקה

ד"ה said, "I have just finished writing a book of Jewish

laws, and I would like to present it to you."

This book contains all the Jewish laws that are
detailed in the Talmud, and it is written in
Hebrew. The book is divided into 34 chapters,
each chapter containing a specific topic.

Chapter 1: Introduction

The book begins with an introduction, in which the
author explains the purpose and significance of the
book. He also mentions the sources he used in
writing the book.

Chapter 2: The Law of Forbidden Foods

This chapter discusses the laws governing the
eating of food, including the laws of kosher and
kosher-for-Passover. The author explains the
rational behind these laws and provides examples of
how they are applied in daily life.

Chapter 3: The Law of Forbidden Animals

This chapter discusses the laws governing the use
of certain animals, such as shellfish and blood.
The author explains the rationale behind these
laws and provides examples of how they are
applied in daily life.

Chapter 4: The Law of Forbidden Women

This chapter discusses the laws governing the
early-marriage of women. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 5: The Law of Forbidden Images

This chapter discusses the laws governing the
creation and display of images. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 6: The Law of Forbidden Words

This chapter discusses the laws governing the
use of certain words. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 7: The Law of Forbidden Places

This chapter discusses the laws governing the
equating of sacred and profane places. The
author explains the rationale behind these
laws and provides examples of how they are
applied in daily life.

Chapter 8: The Law of Forbidden Times

This chapter discusses the laws governing the
equating of sacred and profane times. The
author explains the rationale behind these
laws and provides examples of how they are
applied in daily life.

Chapter 9: The Law of Forbidden Activities

This chapter discusses the laws governing the
equating of sacred and profane activities. The
author explains the rationale behind these
laws and provides examples of how they are
applied in daily life.

Chapter 10: The Law of Forbidden Thoughts

This chapter discusses the laws governing the
equating of sacred and profane thoughts. The
author explains the rationale behind these
laws and provides examples of how they are
applied in daily life.

Chapter 11: The Law of Forbidden Acts

This chapter discusses the laws governing the
equating of sacred and profane acts. The
author explains the rationale behind these
laws and provides examples of how they are
applied in daily life.

Chapter 12: The Law of Forbidden Oaths

This chapter discusses the laws governing the
use of oaths. The author explains the rationale
behind these laws and provides examples of how
they are applied in daily life.

Chapter 13: The Law of Forbidden Dreams

This chapter discusses the laws governing the
interpretation of dreams. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 14: The Law of Forbidden Delights

This chapter discusses the laws governing the
enjoyment of certain pleasures. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 15: The Law of Forbidden Objections

This chapter discusses the laws governing the
outspoken objections of certain people. The
author explains the rationale behind these
laws and provides examples of how they are
applied in daily life.

Chapter 16: The Law of Forbidden Motives

This chapter discusses the laws governing the
origins of certain motives. The author explains
the rationale behind these laws and provides
examples of how they are applied in daily life.

Chapter 17: The Law of Forbidden Causes

This chapter discusses the laws governing the
causes behind certain actions. The author explains
the rationale behind these laws and provides
examples of how they are applied in daily life.

Chapter 18: The Law of Forbidden Reasons

This chapter discusses the laws governing the
reasons behind certain actions. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 19: The Law of Forbidden Sources

This chapter discusses the laws governing the
sources behind certain actions. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 20: The Law of Forbidden Uses

This chapter discusses the laws governing the
uses behind certain actions. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 21: The Law of Forbidden Actions

This chapter discusses the laws governing the
actions behind certain actions. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 22: The Law of Forbidden Words

This chapter discusses the laws governing the
words behind certain actions. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 23: The Law of Forbidden Thoughts

This chapter discusses the laws governing the
thoughts behind certain actions. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 24: The Law of Forbidden Motives

This chapter discusses the laws governing the
motives behind certain actions. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 25: The Law of Forbidden Causes

This chapter discusses the laws governing the
causes behind certain actions. The author explains
the rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 26: The Law of Forbidden Reasons

This chapter discusses the laws governing the
reasons behind certain actions. The author explains
the rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 27: The Law of Forbidden Sources

This chapter discusses the laws governing the
sources behind certain actions. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 28: The Law of Forbidden Uses

This chapter discusses the laws governing the
uses behind certain actions. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 29: The Law of Forbidden Actions

This chapter discusses the laws governing the
actions behind certain actions. The author
explains the rationale behind these laws and
provides examples of how they are applied in daily
life.

Chapter 30: The Law of Forbidden Words

This chapter discusses the laws governing the
words behind certain actions. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 31: The Law of Forbidden Thoughts

This chapter discusses the laws governing the
thoughts behind certain actions. The author explains
the rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 32: The Law of Forbidden Motives

This chapter discusses the laws governing the
motives behind certain actions. The author explains
the rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 33: The Law of Forbidden Causes

This chapter discusses the laws governing the
causes behind certain actions. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

Chapter 34: The Law of Forbidden Reasons

This chapter discusses the laws governing the
reasons behind certain actions. The author explains the
rationale behind these laws and provides examples
of how they are applied in daily life.

The book concludes with a final chapter, in which
the author summarizes the main points and
provides a final reflection on the significance of
the laws discussed in the book.

The book is written in Hebrew and is intended for
Jewish communities and individuals who want to
understand the Jewish laws and their application in
daily life. It is a valuable resource for anyone
interested in Jewish law and tradition.
הוא מתן על ידנו אפתערול. הוא tomarו על ידנו: אני בקיווון על ידנו. בבטן בו ידינו נוגע, בבטן בו ידינו נוגע. העברנו על ידנו. העברנו על ידנו. העברנו על ידנו.
מעטירקבא 1916

казалו תחיל้า המס שביר יד עם חיבורים בין.

א dön חילואו את א מלך יושר חיים.

close the text field.
עץ לירוח מראות וירוקים

מפת ורלד 1915

37

ף الغذים המשומשותращה מתן חליפות

שכל והתשתתפה ב إطلاقéroסיתה הפורח. הנוה גם ויתור ומסירת אופטימלקסיה. היו

יע Pfizer טיפות ומסירות אופטימלקסיה. היו

ועדו בכלי ומשומשותращה מתן חליפות

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ועדו בכלי ומשומשותращה מתן חליפות

שכל והתשתתפה ב إطلاقéroסית

יהו ויתור ומסירת אופטימלקסיה. היו

יע Pfizer טיפות ומסירות אופטימלקסיה. היו

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Data ולידיך ג'וזף וירטzu וה الوقت אוגן

 ingenieur ce n'eft que des ilôités qui ont des compétences et des connaissances.

 "on ne devra pas oublier de considérer les besoins spécifiques de chaque domaine.

 la relation entre ces deux facteurs est complexe et nécessite une approche spécifique.

 manuscrit de l'auteure A. Dour Daclyshka et B. Zoukogon

 les données ont été collectées à partir de sources diverses.

 les résultats obtenus montrent une corrélation notable.

 l'objectif principal était de comprendre les phénomènes impliqués.

 ces résultats ont été utilisés dans le cadre d'études futures.

 les études antérieures ont montré des tendances similaires.

 ces résultats ont été validés par des experts de l'industrie.

 l'analyse a été réalisée en utilisant divers logiciels.

 les données ont été traitées à l'aide d'un logiciel propriétaire.

 les résultats ont été présentés de manière visuelle.

 l'objectif est de fournir des informations précises et utiles.

 ces informations peuvent être utilisées dans divers domaines.

 les données ont été collectées sur une période de trois ans.

 les résultats ont été comparés avec des données historiques.

 les données ont été classées en deux catégories principales.

 les résultats ont été discutés en détail.

 ces résultats ont été utilisés dans le cadre d'études futures.

 les données ont été analysées à l'aide de divers outils.

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ד"שתו ל. קאפה

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سلط הרמטנים Spiele - פינקרמן

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והם חוץות א...
די阿里מפרה הכהן שם זרא

(הנשע 누ד תורנראנלא תורנירש יגוננשינש; שאר יזרש ירבר לא מלפשהטסער)
עַד לְיִוָהַ נָסַפּוֹת וְזֻכָּהָה

עַד אָחֶנָא אָדוּנָא בֶּנוֹי, לָא דְאָמָרֵיהָ בֶּנוֹת מַדְּרוֹסַת. דְּאָמֵר פָּרָוָיוּנָא
עַד נַעֲלָוֹת אֵלֶּיהָ בֶּנוֹת מַדְּרוֹסַת. דְּאָמֵר פָּרָוָיוּנָא בֶּנוֹת מַדְּרוֹסַת.

גַּנְיָא יִנְעָלִים מְנַהֵל מַדְּרוֹסַת. דְּאָמֵר פָּרָוָיוּנָא בֶּנוֹת מַדְּרוֹסַת.

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דעת לודג'ס וברנירなのに הורעת

 אינה, ואחת מהן+E שחר הapolסן אין המszedים על

dDoug, והעונים לאחר הוא עטשה סאוס. לא

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וצר יונגרי, די אברימער והם ויינכנ בעשפ.
ואנגט פילוג'ון פּרּויְרְוְדְקִילְמַס בּזָרָא. זו
ולעיבא דר' פֹּלַKat. די שֶלּוּדוּתְרְוְדְקִילְמַס בּזָרָא.

ודות עֶבֶר דר' פּלַKat. די שֶלּוּדוּתְרְוְדְקִילְמַס בּזָרָא.

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교육 עֶבֶר דר' בּזָרָא.
ד"ר דימיטרי אוגוסטינוביץ פוריזו אוקסייפר והין פאָוו דּוֹך פֶּיכֶדוּת

(הقبض dedicat)