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The Ladies' Garment Worker, Volume 2, Issue 10

International Ladies' Garment Workers' Union (ILGWU)
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(Continued on 2nd Page Jewish Courier)
Glorious Victory of the Ladies’ Tailors

By A. ROSEBURY

A Fight of Brief Duration and Quick Results—Full Text of Collective Agreement.

The Ladies’ Tailoring Trade (employees as well as employers) is congratulating itself upon a glorious victory attained at the end of six days from the time a General Strike was declared.

For enthusiasm, brief duration, manner of negotiation between the parties and nature of concessions granted the strike was unparalleled in the history of strikes in the garment trade.

The strike affected some 10,000 workers, about 5,000 of whom are employed by members of the Merchants’ Society of Ladies’ Tailors and Dressmakers. The concession of wages, hours and union recognition, granted by these employers will inevitably be the rule in all shops outside of the Employers’ Association, so that all the independent employers, who at the time this is penned have not come into line, will have to grant similar concessions if they mean to retain their trade.

In calling this collective agreement a “glorious victory” it is only fair to emphasize that throughout the negotiations the employers, no less than the employees, have manifested a desire for a speedy conclusion of peace. While the employers have recognized that the men had genuine grievances, and that the system in vogue before the strike was fraught with evils which cried aloud for a remedy, both sides have been guided by the principle of “give and take” without which negotiation is impossible.

The result is one of the most satisfactory solutions on record. The full text of the agreement quoted below is a clear indication of the spirit in which both parties approached the question of settlement.

Nor was the result altogether unforeseen. When Mr. Bartholmew, the secretary of the Merchants’ Society, intimated to the General Executive Board of the International Ladies’ Garment Workers’ Union that upon the union consenting to take the Protocol signed in 1910 by the employers and unions in the Cloak and Suit trade as a basis for arbitrating all points wherein ladies tailoring differed from cloak making, the difficulties might be adjusted, the leaders of both sides knew that the strike would be of short duration. And when Mr. Julius Henry Cohen, the attorney for the Cloak & Suit Manufacturers under the Protocol of 1910, was engaged to represent the Merchants’ Society in the negotiations, a satisfactory settlement became an absolute certainty.
A careful perusal of this agreement reveals the fact that its main provisions are based upon the individual agreement signed by the independent employers, including certain features borrowed from the protocol of 1910, essential to a collective and permanent agreement. These are, namely, the provision of a board of arbitration, a grievance committee and a joint board of sanitary control.

And so, while we claim it as a glorious victory for the union we readily concede that it was also a victory for the employers in the sense in which Mr. Julius Henry Cohen has clearly defined it on the morrow of the settlement. To quote the statements of the attorneys on both sides.

Mr. Meyer London said: “It is a great victory. Never before has such a big strike been won so quickly. This collective settlement is of great advantage to the working people. The difference between an individual settlement and a collective settlement is that in a collective settlement there is no attempt made to revert to former conditions. Under this settlement the employers are bound as a body to observe every part of the agreement.”

Mr. Julius Henry Cohen said: “The Union is to be congratulated, the employers are to be congratulated, and the public is to be congratulated. The Union because of the genuine victory that it has won for its members in the way of wages, hours and conditions of labor; the Employers’ Society because of its victory in the way of permanent peace and permanent methods of adjusting future difficulties; and the public because of the speedy termination of the strike, and the assurance of permanent peace and improved conditions. The settlement of the strike along these lines is another addition to the series of peace settlements by modern methods.”

Meanwhile a number of mischief makers have already attempted to sow discord. Thus, it is alleged that the “artists” who joined in the strike have struck a doubtful bargain through the abolition of piece work. In “all the news that’s fit to print,” the omission of the word “minimum” conveys, it seems to us, a deliberate falsehood, making believe that $24.00 a week agreed on would be the maximum. The statement goes on to say that the “artists protested at the union meetings, but that they were howled down.” This may mislead outsiders. But the figures of the vote give the lie to the fraudulent statement. The votes in opposition to the agreement being accepted were 32 all told and these were largely composed of industrialist malcontents, while the artists number about 300.

As a matter of fact provision has already been made at the suggestion of Mr. Meyer London for working out a scale of wages that will satisfy those whose earnings in the busy season averaged more than $24.00 a week.

Another correspondent has rushed into print with the story that the dissatisfied peace workers were going to form an independent union. The story teller, whoever he was, evidently meant to minimize the settlement which was stamped with universal approval. Without grudging him this cold comfort we may remind our readers of a similar story circulated not long ago about the formation of an independent union in the Cloak & Suit trade. How this evaporated into thin air is now a matter of the past. Next time these obtruders will do well to take to heart the saying, “Don’t prophesy unless you know.”

Full Text of the Collective Agreement

Agreement, entered into this eighteenth day of September, 1911, between the Merchants’
Society of Ladies' Tailors and Dressmakers of New York, hereinafter called the "Employers," and the Ladies' Tailors and Dressmakers' Union, Local No. 38, of the International Ladies' Garment Workers' Union, hereinafter called the "Union".

Whereas, The parties to this agreement are desirous of terminating the strike that is now pending, and have agreed upon a solution of certain questions, they do stipulate as follows:

First—Each member of the employers is to maintain a union shop, and to employ in his tailoring and dressmaking establishments, members of the above named union so long as such members can be obtained to do the tailoring work required by the employers.

Second—The prevailing system of payment by piece work shall be abolished.

Third—Fifty hours shall constitute a week's work. The regular hours of work to be as follows: The first five working days of the week from 8 a.m. until 6 p.m. with one hour recess between 12 noon and 1 p.m.; on Saturdays from 8 a.m. until 1 p.m.

Fourth—All employees shall be paid by the week, and not otherwise, at the following scale of wages in the better class of shops:

- Tailors, at not less than $24 per week.
- Male helpers at not less than $18 per week.
- Female helpers at not less than $16 per week.

Fifth—Wages shall be paid on a fixed day of the week, and in cash.

Sixth—There shall be no Sunday work.

Seventh—All work must be done inside of the factory of the employer.

Eighth—There shall be no overtime work for more than two and one-half hours per day, nor after 8:30 p.m. There shall be no overtime work on Saturdays, nor at any time except between the 15th day of September and the 1st day of December, and between the 15th day of March and the 1st day of May.

Ninth—The union shall have the privilege to have a shop delegate selected by the persons employed in the factory, who shall act as their representative in their dealings with the firm. A duly authorized officer or representative of the union shall have access to the factory at such times as shall be fixed by the Board of Grievances.

Tenth—During the dull season all work shall be divided as equally as possible among all men regularly employed in a shop to the end that each shall receive about equal remuneration for his labor.

Eleventh—The firm is not to enter into any individual agreements with any of its employees, nor shall any cash or other form of security be accepted from any employee.

Twelfth—Nothing contained in this agreement shall be held to abridge the right of any employer to discharge an employee at any time for incompetence or misconduct, it being understood, however, that the refusal by an employee to obey an order given by an employer in violation of this agreement shall not be considered misconduct.

Thirteenth—The Board of Grievances shall have the power to order the reinstatement of an employee who has been wrongfully discharged, and to direct an employer to compensate the employee for loss of time.

Fourteenth—No Employee shall be required to work on any of the following legal holidays: Labor Day, Election Day, Thanksgiving Day, Washington's Birthday and Lincoln's Birthday.

The refraining from work on May 1, shall not be considered a breach of this agreement.

Fifteenth—The refusal of employees to do work on such orders, if any, as are placed by firms whose employees are on strike, shall not be considered a violation of this agreement.

Sixteenth—The parties hereby establish a Board of Grievances consisting of eight members composed as follows: Four to be named by the employers and four by the union. To such boards shall be submitted all grievances arising in connection with the relations between the employers and their employees, and the board shall have full power and authority to adopt rules governing its own conduct.

Seventeenth—The parties hereby establish a Joint Board of Sanitary Control to consist of seven members, composed of two nominees of the employers, two nominees of the unions, and three who are to represent the public, the latter to be named by Meyer London, Esq., and Julius Henry Cohen, Esq., and in the event of their inability to agree, by....

Said board is empowered to establish standards of sanitary conditions to which the employers and the unions shall be committed. The employers and the unions obligate themselves to maintain such standards to the best of their ability and to the full extent of their power.

The maintenance of proper sanitary conditions as established by the Joint Board of Sanitary Control shall be considered an essential part of this agreement.

Eighteenth—The parties hereby establish a permanent Board of Arbitration to consist of three members, one nominee of the employers to be nominated by Julius Henry Cohen, Esq,
one nominee of the unions to be nominated by Meyer London, Esq., and the third nominee to be nominated by the said Cohen and London; and in case the said Cohen and London shall be unable to agree upon the third arbitrator, such third arbitrator shall be selected by the two persons first selected by them as arbitrator. To this board shall be submitted immediately for consideration the following issues undecided by the parties:

(a.) What rate of payment shall be made for overtime work.
(b.) What remuneration, if any, shall be paid for legal holidays?
(c.) What compensation shall be paid for mourning orders made in overtime?

The decision of the Board of Arbitration on the said three issues to take effect as of the date of this agreement.

Nineteenth—To such permanent Board of Arbitration shall be submitted any differences hereafter arising between the parties hereto and the decision of such Board of Arbitration shall be accepted as final and conclusive between the parties to such controversy. In the event of any dispute arising between the parties there shall be no strike or lockout concerning such matters in controversy until full opportunity shall have been given for the consideration of such matters by the Board of Grievances, then by the Board of Arbitration.

Twentieth—Any question of the interpretation of this agreement or any question regarding the modification of its terms, shall be first submitted to the Board of Grievances, and in the event of its failure to agree, then to the Board of Arbitration appointed hereunder, provided, however, that there shall be no modification of the terms of this agreement during the first year of its existence.

After conference with our respective committees, we agree to recommend the foregoing agreement to our respective clients.

Dated, New York, September 19, 1911.

JULIUS HENRY COHEN,
For the Employers,

MEYER LONDON,
For the Unions.

A Year of the Protocol
The Genesis of an Idea and A Summary of Achievement.
(From the Cloak & Suit Review for September.)

September 2, 1910, will become an epoch making date in American History. The discerning historian of the future will find that on that date an experiment of far reaching importance had been inaugurated. He will state that the Protocol, which was then signed by the representatives of the leading manufacturers of the cloak and suit trade in the United States—The Cloak, Suit and Skirt Manufacturers' Protective Association, and by the representatives of 70,000 striking working-men and women—The International Ladies' Garment Workers' Union of America, introduced a new method of dealing with labor disputes.

Even at this day when the echoes of the conflict out of which the Protocol emerged have not died away the significance of the document is understood by thinking men and women. Economists and humanitarians, moralists and publicists, capitalists, and labor leaders are earnestly inquiring whether the experiment is working successfully. All are asking whether the way out of the industrial chaos has really been found. They are anxious to know whether the labor problem can be solved by a practical working plan.

Has It Proved Successful?

Is the Protocol a success? Do the ploughshares, made over from swords, dig deep and straight furrows? Is the harvest of industrial peace abundant? That the Protocol is a wonderfully wrought mechanism all admit; that its novel features in the field of industrial arbitration reflect great credit on all who cared to its making is conceded.

The initiated find in its prosaic paragraphs principles of far-reaching significance—unlimited duration of the agreement; joint control of sanitary conditions of the factories; a staff of adjusters of disputes; a court of justice, and a supreme court of disinterested public men and the preferential union shop—most of these features are in reality original conceptions. But is the machinery working smoothly? An objective statement as to the success of the Protocol can only be given and the conclusion stated when the conditions which led to its formulation—the back
ground of its conception—are clearly understood.

The Conference Last July.

On July 28, 1910, after much manoeuvering, there gathered for a conference at a round table under the chairmanship of Mr. Louis D. Brandeis, ten leading manufacturers and ten labor leaders, both groups officially representing organized bodies of employers and employees. There were then in the camps of the contending forces those who deprecated the calling of the conference. There were employees who were filled with the spirit of “fighting to a finish.” “Negotiations,” they said, “show weakness; win or lose, let us fight it out; we can win. Time will fight our battles.” There were in the camp of labor those who from their point of view disliked the idea of conferring. “We can win. We have a world to gain and nothing to lose. Manufacturers, salesmen, and buyers can’t make cloaks. Let us fight to a finish. We shall gain all or nothing. No half way measures will do.”

Lasting Peace Sought, Not Temporary Victory.

But the leaders of both sides knew better. Whether trained in business or schooled by bitter experience at the machine or the bench, they realized that only in a combat of physical force is the “fight to a finish” policy a true and final test of the issue. In a struggle with the stern realities of industrial life a victory under such conditions never means a permanent gain. They were looking for a way to a lasting peace, not for a temporary victory, however sweet its fruits might be for the time being.

As leaders they understood that fighting for a principle was worth everything in the world, but a principle dear to one side may not necessarily be hateful to the other side. If such should prove to be the case in this struggle, why, there should be no cause for strife. Whether such was the case in this dispute could only be ascertained by a conference. For this purpose there gathered under guidance of able and broadminded counsel, twenty men brave and true to their respective causes.

Thorough Discussion of Conditions.

The discussion of the conditions of the trade was thorough. Both sides spoke from an intimate acquaintance of the facts. The record of the conference shows very little evidence of rhetorical flights. The cold realities only were dwelt upon. It was clear to all that circumstances, over which no one individual had any control, had led to intolerable abuses in an industry that produced in New York City alone $80 million dollars’ worth of merchandise. Ruthless competition was constantly tending to drag down the reputable manufacturer to the level of the disreputable employer, who was pushing to the wall those who would deal fairly with their employees.

Insanitary conditions in the shops, long hours and low wages of the low-standard houses, were a menace to the industry, and to the men and women employed in it.

Was there a solution to the problem? The representatives of labor frankly asked for the co-operation of the employers to overcome the evils. “Recognition of the Unions,” they said, in effect, “will inevitably tend to equalize the conditions of the labor market in the trade. Recognize the unions and we shall soon eliminate unfair competition; then capital and managing ability will have a fair chance when labor is no longer the sole factor in the competition of the trade between one employer and another.”

Mutual Distrust at First.

The employers admitted the theoretical cogency of the argument, but had no faith in the ability of the union leaders to do what they promised. Some of the employers knew from experience that in the cloak and suit trade a union, in the past, too often meant an undisciplined membership, the rule of passion and unreason, with its inevitable consequences of incessant strikes, extreme demands and ultimate destruction of the union itself. Not a few of them had ever been leaders in previous strikes. In their opinion they could not pledge to deal with a union that had, in the past, but a few reasonable union men. They were willing to pledge themselves to give fair conditions to their employees. They would not discriminate against union men, if the men of their own free will would realize the benefits of unionism.

The Issue Clearly Drawn.

To this the labor men replied that a “house divided against itself could not stand”—that they, on their side, had no faith in the promises of the employers, and especially of their superintendents and foremen not to discriminate against union men in the shops. They claimed that if the shop is not all union, soon none of it will be. The issue was thus clearly drawn. The employers were convinced that the “closed shop” meant interference in their
business by outsiders; the representatives of labor were equally positive that the "open shop" meant the destruction of the union and the ultimate loss of all that was being gained for the moment.

A Way Out Suggested.

At this point wisdom appeared. It said "The principles for which each side is contending are not necessarily in conflict with the rights of the other. Apparently they are, but not in reality. In your industry, in the past, it is true, the conflict between employer and the union was irrepressible. But suppose we blaze a trail of progress in the industrial forest. Suppose we find a way to harmonize the rights of each, for in principle there ought to be no conflict."

"Let the manufacturer, in good faith, prefer union men. Let the Association of Manufacturers, led by broadminded and humane men, pledge itself to do it. The laboring men have not heretofore dealt with associated employers. Let them try it now. Let the laboring men pledge that the union will not attempt to interfere with what are the legitimate rights of the employers. Let both sides submit to the rule of reason. Establish courts of justice. If the employer, in the conduct of his business, should deal unfairly with his men, let the union "hale him to court." The decision of such a tribunal on which both sides are represented will be enforced by the association of employers. •

"Let the union leaders pledge to train their men not to take the law into their own hands—not to strike when they have a grievance—but to submit to the rule of reason. Then the rights of each will be protected, and peace will reign, to the mutual advantage of employer and employe. Furthermore, provide a method for the joint discussion of the general conditions of the trade, whenever new problems should arise. Then general strikes, with the inevitable loss of wages and profits, with their attendant 'demonstrations of hatred and hostility, will be a thing of the past in this industry. Try this new plan. It can never turn but worse than the results of the methods that have been used in the past."

Willing To Try.

Thus spoke wisdom. The employers hesitated, doubted, but were persuaded to try the plan. The employees did not heed the counsel of wisdom for a full month. At last the light of reason dawned and the Protocol was signed. The Manufacturers' Association and the Unions entered upon their labors of peace rather dubiously. It needed a session of the board of arbitration fully to establish the rule of reason. Since then she has reigned supreme.

The Plan Has Succeeded.

The results of this experiment, in the light of the conditions that led to its inception, may now be stated. Both sides have been agreeably disappointed. The Protocol, with its recognition of the unions, has not taken the control of his business out of the hands of the manufacturer, and on the other hand, the preferential union shop has not injured the union.

The Association of Manufacturers has played fair. The union, on its part, making due allowance for the inexperienced and hitherto undisciplined character of its membership, has fulfilled the expectations of its well wishers. The reign of law does not mean an utter absence of violations of the law. In the same way the good faith of the leaders on both sides does not mean that there are not sporadic departures from the path of fair dealing by an individual employer or a set of employes. But reason prevails. That means the supremacy of law and equity.

The Protocol must, therefore, be pronounced a success. It has proven a workable instrument of industrial peace. To those who look upon business more than mere barter and money making, but consider it a form of social service, the spectacle of a board of directors of a business organization giving their valuable time and energy to safeguard the high standard of an industry, and at the same time to deal equitably with organized labor, is worthy of the highest admiration.

It is no less wonderful to see ill-paid labor leaders often suspected, frequently criticized and abused by their own people, toiling day and night to train and discipline an intractable mass. But, above all, is it awe inspiring to watch an heterogeneous multitude of 70,000 men and women, an immigrant population, of diverse creeds and nationalities slowly and painfully learning the lesson of subordinating the individual self for the common good; curbing passion; submitting to reason; learning to value organization; practising scrutiny of the action of the leaders; and endeavoring to choose wisely its spokesmen. Anyone, who in any capacity, directly or indirectly, is working for the permanency of the Protocol, is serving his country. "Peace hath its victories no less renowned than war."
Mr. Louis D. Brandeis, Chairman of the Board of Arbitration in the cloak and suit industry in New York, was born at Louisville, Kentucky, on November 13, 1856. He received his education in the elementary and high schools of Louisville, in the Realschule of Dresden, and at Harvard.

A leading lawyer of Boston, Mr. Brandeis is noted for his public spirit. He is foremost among a class of American citizens who render distinguished public service without holding public office. His great and rare gifts are dedicated to the public interests. It is his habit to concentrate on an important public question and to devote all his energies to solve the particular problem. He has to his credit a number of such achievements, any one of which is sufficient to win fame for him. Mr. Brandeis was among the first publicists who fought and won for the public its rights to control public franchises. He solved the street railway problem of Boston in a broad
and constructive way. He is the author of the Massachusetts law which introduced savings insurance. His brief before the Supreme Court of the United States in support of the Oregon law limiting the hours of work for women and children reversed the policy of the United States courts on social legislation. His work in the Ballinger-Pinchot investigation fairly rivals Mr. Hughes's achievements in the life insurance investigation. His success in thwarting the railroads of the country in their attempted increase of freight rates means an annual saving of $27,000,000 to the public. Recently Mr. Brandeis has undertaken to conduct a Congressional investigation of Alaska. As usual, the results of his work will be constructive and for the public good. His disinterested services as an arbitrator in our trade is evidence of the social significance of the Protocol. But of this let us hear from himself:

THE SPIRIT OF GET-TOGETHER.

"I have been engaged in one way or another for years in attempts to settle amicably disputes between employers and employees. In all my experience there has been no instance where the men engaged in such a dispute have met the problem with greater intelligence, with a finer spirit and with greater courage than those who made possible last summer the very satisfactory adjustment of the relations between the ladies' garment manufacturers and their employees.

"What has been done in the New York ladies' garment trade during the past year is, to my mind, the most creditable and hopeful effort yet made in America to solve the problem of the proper relations of employer and employee.

LOUIS D. BRANDEIS.

Mr. Hamilton Holt, the representative of the manufacturers on the Board of Arbitration in the cloak and suit industry, was born in Brooklyn, August 19, 1872. He is a graduate of Yale University. As managing editor of the "Independent," Mr. Holt is one of the noted journalists of the city. He is active in public movements in New York, and as such is one of our citizens of light and leading.

Mr. Holt has acquired an international reputation as a worker for peace between nations. He is personally acquainted with many of the world's peace workers, and is one of the founders of the New York Peace Society and a member of its executive committee; a member of the executive committee of the First National Arbitration and Peace Congress, held in New York City, May, 1907—"the greatest unofficial gathering ever held in America"—and chairman of its press committee; an official representative from the State of New York, appointed by Governor Chas. E. Hughes, to the Second National Arbitration and Peace Congress, held at Chicago, May, 1909, a speaker there and a member of its committee on resolutions; a speaker at the New England Peace Conference, held at Hartford, Conn., May, 1910; president of the Third National Arbitration and Peace Congress, held in Baltimore, May, 1911; a member of Baron d'Estourneaux de Constant's society of "Conciliation Internationale"; a director in the World Peace Foundation, founded with a million-dollar endowment by Edwin Ginn, of Boston; a director of the American Peace and Arbitration League; a trustee of the American-Scandinavian Foundation; a delegate to Albert K. Smiley's Lake Hohonk Arbitration Conferences. Mr. Holt is also the founder of the Mexican Society of New York, which was founded to promote peace and friendship between Mexico and the United States.

In June, 1909, the Emperor of Japan conferred upon Mr. Holt the Order of the Sacred Treasure for the work he did in promoting friendly relations between the United States and Japan.
HAMILTON HOLT.
(By Courtesy of the Cloak & Suit Review.)
His View of the Protocol

I feel it one of the greatest honors of my life to be one of the members of the Board of Arbitration between the employers and employed in the cloak and suit business of New York. I believe that the protocol, as worked out by Mr. Cohen and Mr. London, is destined to have a great influence not only on the cloak industry in the United States, but on all other industries, for, like all good pioneer work, it is bound to be copied extensively everywhere else. I am glad that our Board has only been called into action once. That is a healthy sign, and shows that the employers and employed are getting along very well under the direction and advice of the Board of Grievances.

Such pioneer creations as the protocol of the cloak and suit trade and the peace treaties which President Taft is now negotiating with France and England, indicate the time is not far distant when both industries and nations will be governed by law rather than by brute force.

HAMilton Holt.
his education in the Gymnasium of that city and at the New York University. Mr. Hillquit has distinguished himself as one of the most influential advocates of Socialism in America. He is the author of two well-known books on the subject. He has been prominent for a decade in the national and international councils of the socialist movement. Activity in the management of his party has not in the least alienated from him conservative business men, who find him a lawyer of ability, judgment and character.

Mr. Hillquit writes:

My dear Mr. Dyche:

As a member of the Board of Arbitration created by the Protocol between the employers and employees in the cloak industry, I have had the opportunity to observe the operation of that instrument at close range. I have no hesitancy in asserting that the Protocol has proved highly beneficial to the cloak-making industry generally and to the employees engaged in it particularly. It has helped the latter to maintain a higher standard of wages and working conditions than those prevailing in the past, and it has so far proved effective in obviating strikes and violent industrial struggles, which while they are necessary and inevitable in certain conditions, always involve great suffering and privation for the workers.

I do not, however, ascribe these beneficent results to the Protocol alone. The Protocol is an admirably drawn, wise and farsighted instrument. But it possesses no magic powers. No paper-writing as such can fix and maintain industrial conditions and relations. The secret of the successful operation of the Protocol as far as the workers are concerned lies in the stable, disciplined and compact organization of the workers behind it. The Protocol will always be just as strong as the Unions of the Cloakmakers, and no stronger. It will become an unenforceable and worthless piece of paper if your union will be weakened and disorganized; it will be a most powerful and effective instrument for good, if the workers in the cloak-making industry will be and remain united in a strong, alert, aggressive and progressive organization.

With best wishes to you and to the members of your organization,

Sincerely yours,

MORRIS HILLQUIT.

There are at least three men in every man. The man as he appears to himself, the man as he appears to the world, the man as he is.

BONNAZ EMBROIDERERS.

(Local 54, L. G. W. A.)

The Trade Has Developed and With It the Profit of the Manufacturers, but the Wages and Working Conditions of the Employees Have Grown from Bad to Worse.

An effort to organize the workers of this trade has been made long before the Cloakmakers' strike of New York City. For about four years these embroiderers had an independent union, but soon after the strike was settled they became affiliated with our International Union, as their work is found chiefly in shops where ladies' garments are manufactured.

Some years ago, writes S. Kalkstein, the Secretary of Local No. 54, the to $30 a week in wages and the work was almost steady. The trade is a skilled one and labor was so scarce that for each operator brought to the factory the employer was willing to pay a premium of $10 to $15. Naturally, the employees were treated with great consideration, the employers fearing to lose their services.

But a great change has since come over the trade. The wages are now much smaller and the trade is subject to seasons of slackness. Hence the position of the Bonnaz embroiderers is far from enviable.

The reason for this change is evident. In the golden past the workers were morally improvident. They did not think of organizing and providing for the morrow. It did not enter their minds that to prevent reductions in wages it was necessary to get together, organize the employees and regulate the number of apprentices. The majority utterly disregarded the call of a few far-sighted employees who organized the union four years ago, although the Union has been instrumental in reducing, by one and a half, the hours on Saturdays.

This small concession did not last long. The employees annulled it with their own hands, and now we all have to suffer the consequences of disorganization.

The situation is such that on the flimsiest pretext employees are frequently discharged even in the middle of the day.

All this can be altered by a strong organization. The Bonnaz embroiderers must follow the example of the workers in other trades and join the Union, Local 54, while the members must make it their duty to attend the meetings regularly.
Editorial

The all-round satisfactory adjustment of the dispute in the Ladies' Tailoring and Dressmaking industry in New York City, without any trade dislocation or serious inconvenience to the manufacturers and the work people, is largely due on the one hand to the broad-minded and farsighted policy of the Merchants' Society of Ladies' Tailors and Dressmakers and the moderation of the leaders of the Union on the other.

The former have readily conceded in advance the principle of Collective Bargaining in the Union shops and the latter have made concessions on the question of hours and wages.

It is true that this concession on the part of the union leaders has displeased a good many in the rank and file, who contended that the strike being called in the middle of September when the employers are very much pressed, the union could easily get an eight hour day and a minimum scale of $2.6. However, the union leaders were aware of their strength and their ability to wring from the employers every one of their original demands, still, they thought it more expedient and more beneficial to the union, in the long run to effect such a settlement which the employers also should acknowledge as fair and not one-sided, and which should therefore be of more lasting benefit to the men. Another reason why the leaders of the union were willing to make compromises on hours and wages, was because they thought that by means of these concessions they would be able to get a Collective Agreement from the Association, instead of entering into separate agreements with individual firms. The experience of the last year or two has taught us that an agreement entered into with a body of employers is of much greater value to the union than individual agreements with manufacturers. Especially is this true in the Ladies Tailoring trade where there is practically no large employer. The average firm employs not more than a dozen workpeople. In such a trade the maintaining
of union conditions and bringing the individual employers to live up to the conditions agreed to at the time of settlement is almost impossible. Where a collective agreement exists the situation is quite different. There the Association of Employers are as much responsible for maintaining conditions agreed upon as the union, and a Collective Agreement must therefore be of more lasting benefit. If you succeed in catching the employer by the throat in September, he is sure to return the compliment in the month of May.

We understand that the Cleveland manufacturers have tried very hard to induce the employers of the Ladies' Tailoring trade to follow their footsteps and oppose the demands of the union. Their motives were not entirely altruistic. They thought that our International Union, being entangled in a General Strike in this city, would have to give up the fight in Cleveland and so relieve them from a struggle which must eventually result in their ruin.

The Cleveland manufacturers boast that they fill 90% of their orders. We thoroughly believe them. We are almost positive that before very long they will be able to fill 100% of their orders, for the orders are so few, that with the help of the designer and the foreman they will be able to make all the goods they ship. The mere confession that most of their goods are made up in the city of New York, is one of the reasons why the buyers are not anxious to place orders with the Cleveland firms, since the goods are not made by them but in some New York third-rate houses.

Poor fellows, they believe that all they need, to get out of their present predicament, is to get their workpeople back to work and then the fight is over, but "they have caught a Tartar." The International Union is not going to give up the struggle in Cleveland without a satisfactory settlement with our local unions in that city. We do not care how many people they can induce to return to work. So long as there will be a few hundred workpeople willing to stay out and stick to the union, the strike will be continued. Under all circumstances the International Union will continue its fight against the Cleveland non-union manufacturers, until they will either grant the demands of the union or reduce their trade to zero.

The well organized state of the Cloak and Skirt trade throughout the United States makes it a physical impossibility for one particular city, Cleveland or elsewhere, to run its factories on non-union conditions at a profit. The present attitude of the Cleveland Manufacturers can only result in the ruin of the Cloak trade in Cleveland.

The mere fact that the Cleveland employers so far offered no objections or arguments to any of the demands presented to them by our locals in Cleveland, but stubbornly refused every attempt by the union and disinterested outsiders to bring about a conference or arbitration, proves conclusively that it is not the demands of the union they object to, but the union itself. Their only object in this fight is to destroy the Organization. This the International Union can not and will not tolerate. The result therefore can only be either the ruin of the trade in Cleveland or the surrender of the Cleveland manufacturers.

Cleveland Strike Fund

Donations From Locals and Outside Sources
From Aug. 28th to Sept. 28th Inclusive

1. Cloak Operators Union of New York $7,500.00
2. Cloak Skirtmakers of Philadelphia $1,500.00
4. Cloakmakers Union of Baltimore $1,15.00
8. Cloakmakers of San Francisco, Cal. 37.00
Cleveland Strike to Continue to the Bitter End

Strikers Ballot Question of Returning to Work or Remaining Out and Decide by an Overwhelming Majority to Fight to the Bitter End.

By O. Ray.

On Monday, Sept. 11th, the striking cloakmakers at Cleveland voted almost unanimously to continue the struggle for better working conditions and recognition of the union. Nearly 3,000 recorded their votes for a continuation of the strike. About 1,000 strikers refused altogether to participate in the referendum, declaring that they had given their votes before the strike was called and that they had not changed their mind since. Only 124 votes were cast against continuing the strike.

The balloting was secret. Each striker was given a ballot on which was printed in English and Yiddish the words, "Yes Strike," "No Strike." Women as well as men voted.

This referendum vote and its results proves conclusively that all the wild-cat heresays published in some of the capitalist-supported dailies are utterly unreliable. All that these false reports are intended to do is to throw sand in the eyes of the public. Ever since the strike, rumors have been spread abroad by the manufacturers and their satellites that the strike was of the leaders' own making, that the leaders intimidate the rank and file, that if not for the leaders the strikers would long ago have returned to work. Monday's referendum vote entirely disposes of these and similar statements. It proves that the men would rather be out than suffer the humiliation of returning to work under the so-called "ideal" conditions.

The announcement that those who had voted were nearly all in favor of not returning to work was greeted with wild cheers by several hundred strikers in front of Utopian Hall. Officers of the International Garment Workers' Union, who did not appear until the ballots had been counted, were accorded an enthusiastic reception.

It is conceded even by opponents that the fight which has now lasted nearly four months, has been one of the grandest on record. It will surely leave an indelibly sad impression on the minds of the cloak and skirt manufacturers of Cleveland. It will ever arise like a specter before them, reminding them of the fact that an amicable settlement at an early stage of the battle would now have seen them in the full swing of a busy season with high hopes for the future. But since they have spurned all peace overtures made by the strike leaders.
what is now left to them is the cold comfort of now and then obtaining a few scabs from other cities. These, if they have any spark of conscience left, must desert them as soon as they find out the real situation.

These reflections occur to us and are certainly justified on comparing the future of the cloak trade in Cleveland with that of New York. In the latter city the manufacturers at the end of a year of the working of the peace protocol congratulate themselves upon its success, manifesting no fears of future economic disturbance. Both sides appear to have found out that a state of peace which can be made to last for an unlimited time and an instrument by which inevitable disputes have for a whole year been amicably and more or less satisfactorily adjusted, have much in store for both parties concerned.

In the strike of the ladies' tailors' and dressmakers, now happily a thing of the past, the employers have wisely decided to follow the example of 1910 and put their trust in peace terms rather than pursue a costly and doubtful policy of fighting a tremendous and well-organized labor force. Who will say that they are not destined to profit by the peaceful settlement or that they would not have lost, considerably by a defiant attitude?

The manufacturers of Cleveland have entered on this fight with prejudiced minds. They were going to secure an easy victory, but it will prove one of gall and wormwood. The prestige of the International Union has been enhanced by this fight. "The history of the garment strike at Cleveland," says the Cleveland Plain Dealer, "is the history of all strikes which have been ably financed."

The moral victory of the Union dates from the day when its leaders invited investigation and arbitration by bona fide outside parties.

The manufacturers' refusal to arbitrate is plainly their moral defeat. This is the judgment of well-balanced public opinion and this will be the judgment of posterity. The consequences of their stubbornness must make themselves felt at no distant date within their own sphere of activity, while their future will continue to be haunted by the spectre of a ruined trade and ceaseless warfare.

WE STAND FOR FREEDOM.

By Una Youne of Cleveland

I never fully appreciated until recently why General Lee, the leader of the Confederate Army, was so much respected for surrendering at the time he did. During this strike in Cleveland and especially during the past few weeks, I can see that he might have gone on sacrificing human lives a long time after his side was beaten, but he didn't, because he was a General not an egotist.

Some folks differ as to the reason why our Civil War was started, but the minute the freedom of human beings was made an issue, there could be little doubt that those who stood for that freedom must, in spite of many difficulties, ultimately achieve victory. Retrogression is never anything but temporary; Progress is eternal.

The Northern Army would have to go on fighting to the end, no matter how long it took or how many lives were lost, simply because the pain of seeing men shot is not greater than the pain of seeing babies sold from their mothers. Those black mammys cried like white folks when they lost their children and their tears created a force which could never surrender. Behind the Garment Workers is a force not unlike that which made the other Union Army keep on. It isn't of course, as bad to have babies taken away to be buried as it is to see them sold, but still to have them taken away at all is worth fighting against. The Mothers behind this strike know that over fifty hours a week in the Garment trade means consumption and consumptive fathers and mothers means sickly children or dead babies.

In the Civil War some of the slave owners maintained that the proper thing to do, instead of abolishing slavery, was to try to get the other slave owners to stop beating their slaves and to provide better cabins, etc. This,
they claimed would be better than freedom for the negroes, for while a negro was a slave was it not the duty of the owner to take care of him or her, all of which sounds like the "kind father" attitude of certain Cleveland manufacturers. "Haven't I provided a good cabin (shop) for you," says our employer. "If you strike you no longer belong to the family and will not have my protection," says another and several together at the Association meeting say "we must be a little more kind to the workers."

But just as the Northern Army had to keep on until slavery was abolished, so must we keep on until the workers do not have to depend for justice on the kindness (?) of selfish employers.

Just as occasionally there was a house negro who did not want freedom, so to-day there is the shop slave who will talk against the union and remain at work during a strike because her "master," or his " overseer," the contractor, treat her as the good looking colored girl was treated before the war. For the girl who stands against the workers because she cares more for a good looking gown with stockings to match, the labor movement can do little. Someone else will have to help her up. But just as surely as the colored girl was given her chance to decide between right and wrong, so surely will the white girl in the factory, who is tempted because of her poverty, have a chance in the future to use her will, no matter how long we have to fight.

Like the Northern side we can't give up. The employers would be surrendering a few luxuries, but we would be giving up Bread, Babies, Honor, and to do this would be worse than even the hardship of this long battle.

**INCIDENTS OF THE BALLOTING AT CLEVELAND.**

(From the Local Press)

Grandpap Lemetzky, seventy-six, the oldest garment worker on strike, was one of the first in line, waiting to cast his ballot. He was eager to register his desire to remain on strike. His patriarchal appearance as well as his optimistic words, "We've got this strike won," gave hope to many of the faint-hearted.

"I want mamma to win," Bessie lisped.
"And I'm not going to ask for any pennies for candy till mamma starts to work again when the 'bosses' are licked."

The pang Isaac Weinberg, 2530 28th st., may have felt as he dropped his "Yes, strike" slip in the ballot box was not apparent.
"Seven children I have at home," he said. "The youngest is but seven months and the oldest thirteen years. All these must I clothe and feed and keep warm, as well as my wife and self this winter on my $7 a week strike benefit.

"Out of this must also come my dues. It is hard, but I'm going to stay out two years if it is necessary to win."

"We'd be foolish now to quit the strike after being out for 14 weeks," said pretty Rose Weiss, sixteen, 3024 Lorain ave. "If we've stayed out 14 weeks we can stay out longer."

**BECKIE FISHER.**

A Russian-Jewish girl—One of the most active pickets in the Cleveland strike.
“I guess the ‘bosses’ will be stung with this vote,” said Rose’s chum, Yetta Pickus, seventeen, 2324 E. 33rd st.

“When we all go back after winning, won’t we have our heads up,” said Sylvia Davis, sixteen, 2324 E. 33rd street.

On one of the affirmative ballots, these words were found written by the voter in Yiddish: “I’ll stay on strike ‘till 1913.”

The General Executive Board In Session at Cleveland
A Summary of Important Communications and Resolutions.

The fifth quarterly meeting of the General Executive Board was held at Euclid Hotel, Cleveland, Ohio, on Sept. 10-11, 1911.

President Rosenberg presided and there were present: J. S. Greenberger, I. S. Feit, S. Polakoff, H. Kleinman, B. Witaschkin, Max Amdur, M. Hertzbach and H. Dubinsky; absent: Miss Mary Martin.

A communication from Local 47, Denver, Col., contained a request for financial assistance in a general strike of its members which the Local had called out, demanding from the employers an eight-hour day, a strictly union shop and a minimum wage of $24 per week. The Board went on record regretting the Local’s action in calling a strike without the Board’s sanction. This was contrary to Article No. 10, Sections 1, 2, 3, 4 and 5 of the International Constitution, and therefore the Local was not entitled to financial assistance.

Concerning Transfers.
The Board considered the question of local unions refusing to issue transfers to members, or recognize transfers by other locals. This was brought up in a communication by Bro. Jacob Silverstein, of Local No. 10, who complained that his Local, the N. Y. Cutters' Union, refused to issue a transfer to the N. Y. Cloak Operators Union, Local 1. The Board ruled that while the laws of the International Union obligate locals to honor transfers in the case of members wishing to go over to a local of the same trade, the locals are absolutely within their rights in refusing to transfer members from one branch of the trade to another.

Position of the Ladies’ Waistmakers.
A committee of the Ladies’ Waistmakers’ Union, Local 25, of New York, consisting of Bros. Baroff and Silver, called the attention of the Board to the present position of their Local Union. Bro. Baroff in outlining the history of the organization said that the subsequent history of the Local has modified the victory of 1910. That victory was gained in the smaller shops while the larger shops were either compromised or lost. Gradually, even in the union shops, the employers began to practise a system of discrimination and broke the agreement they entered with the Union. This action on the part of the signed firms involved the Union in constant strikes and conflicts. While some of these were won others were lost and the net result was that the organization began to lose shops and members. The extreme slackness of last year was one of the main reasons why the employers had the best of the union. Last year only about 100 small employers had renewed their agreements. Even in the union shops the conditions are not much better than those existing in the non-union shops. Generally, the employees are intimidated and stay away from shop meetings for fear that they would be discharged upon the employers finding out their attendance at meetings. For the employers seem to feel that the union would not be in a position to protect them. All the active members and those of the Local Executive Board believe that the only way to revive the confidence of the members in the organization is to begin a movement for a general strike. Bro. Baroff felt sure that unless a radical change for the better takes place the union may lose the few shops still under control. The majority of the workers in the waist trade have lost confidence in the ability of the Local to protect them, but they have
not lost confidence in Unionism, and they believe that upon the International Union lending its prestige and moral influence in support of a movement for a general strike the masses would respond. They are now in a more advantageous position than two years ago for carrying on a fight with the employers. Then, the cutters not being affiliated with the International Union, opposed them; now the cutters are with them.

Proposed General Strike of the Ladies' Tailors.

Bro. Rosman, on behalf of Local 38, Ladies' Tailors of New York, requested the Board to sanction the proposed general strike of the ladies' tailors for a shortening of the hours of work to 48 a week, a minimum weekly wage of $26, 5 legal holidays, double pay for overtime and other minor demands.

Mr. Walter H. Bartholomew, representing the Merchants' Society of the Ladies' Tailors and Dressmakers, stated that the union would have no difficulty in renewing agreements with those members of his Association who have been holding such agreements since the previous year. But as Local 38 has sent copies of agreements to all the employers in the city, a large number of those employers have flocked into his organization and are clamoring for a fight with the union, being afraid to enter into any agreement or understanding with the Local. He, however, thought that if the International Union was willing to use the Protocol signed by the Cloak, Suit and Skirt Manufacturers' Protective Association and the Cloakmakers' Unions as a basis for arbitrating all points wherein ladies' tailoring differs from cloakmaking, except the point that the hours of labor in non-union shops, now from 54 to 60 shall be an hour or two longer than in the union shops—in that case, he believed that the difficulty between Local 38 and the employers' association might be adjusted.

The Board agreed that the International Union is prepared to accept the proposition as a basis of settlement providing the employers agree to submit all points of difference to arbitration without any reservation. Mr. Bartholomew assured the Board that he would submit the proposition to his Society and would let us have the answer on time.

After due consideration of the request of the Ladies' Waistmakers, Local 25, the Board agreed to authorize the local to carry on an agitation for a general strike and has appointed Bros. Polakoff, Kleinman, Greenberger, Rosenberg and Dyche as a committee of five with full power to act, whose duty it shall be to secure the co-operation of the Ladies' Garment Cutters, Local 10, in this agitation and to guide this movement generally.

SYRACUSE, N. Y., NEWARK, N. J. AND TOLEDO, OHIO.

Regarding the communication of the Dressmakers of Syracuse, Local 45, requesting the Board's sanction of their proposed general strike, vice-president Witashkin reported having visited the local twice. In his opinion the Local in Syracuse was in good shape and its demands very moderate. He did not think the local would meet with any strenuous opposition on the part of the employers. The Board agreed to sanction the Local's request for a general strike.

A similar request by the Ladies Tailors of Newark, N. J., was referred to the Committee of five, named above, for investigation and action, if necessary.

The Board decided to send organizer Miss Josephine Casey to assist the Cloakmakers' Union of Toledo, Ohio, in organizing the cutters of their city and occasionally to address their meetings on Unionism.

The following report of the District Council of New York, was read:—

To the General Executive Board, I. L. G. W. U. Greetings:

In submitting to you a short report of the work of the District Council, I wish to state that the circumstances were such, that the report of the council will have to be a report of my own activity amongst the local unions of Greater New York, and also my impression on the general conditions, in which our locals in Greater New York find themselves.

Our locals in greater New York are in a peculiar situation as far as their need for a District Council is concerned. Local 1, 19, 20, 11, 23, 35, 64 and 68, eight of our largest locals have always been in the closest relation, and are now affiliated with the Joint Board of the Cloak and Skirt Makers. As far as they are concerned, the District Council may or may not exist. From time to time they send delegates to the District Council, but would not send their best men. The payment of dues by these locals has been very irregular from the time when the District Council reorganized in December, 1910. This is the attitude of the eight locals, out of the seventeen we have in Greater New York.

Local 17, 20, 25, 38, 39, 41, 50, 54 and 58 have been represented at the meetings of the
District Council, but not regularly and their payments have also been irregular. Still more difficult has it been to get the attendance of the delegates of Local 41, 50 and 72. As they are located in Brooklyn and Brownsville, the distance to travel at night to and from meetings has been the cause of their absence. Their treasuries are also too low at times to pay the monthly dues. The result has been that the meetings and the income from the dues of the District Council were very poor up till now.

This question has often been discussed at the District Council meetings and all of the delegates were of practically the same opinion, that in a city like New York, where a Joint Board exists and where there are General Officers to advise on all questions and difficulties in which any of the locals find themselves, a District Council with no specific functions or rights is unnecessary. The Joint Board and the General Officers are doing that part of the work which otherwise would be done by the District Council.

My own work, as secretary of the District Council, was not prescribed by that Body, and I received very few instructions in reference to my work.

I performed my work as I saw fit, reporting weekly on the official blanks to the General Office and every two weeks to the meeting of the District Council. I received the best advice from personal conversations with President Rosenberg, Secretary Dyche and active members of our local unions, and also from the President and Secretary of the Women's Trade Union League, when it affected the interests of those locals where we have a majority of women members, as in Local No. 25 and No. 62.

I have taken it for granted that my work consists in visiting the Local Unions, attending their meetings and taking part in their business and advising them to the best of my ability. This I have done every night in the week for the past ten months.

On the advice of President Rosenberg and Secretary Dyche, I have on a few occasions visited the cities of Philadelphia, Boston, Baltimore, Albany, Troy, Newark and New Haven. I have also spent a considerable part of my time on the "Ladies' Garment Worker." When visiting locals, I found it more advantageous and necessary to speak in the name of our International Union instead of in the name of the District Council.

When I arrived in New York November, 1910, I found that the old misconceptions and prejudices regarding International Unions was still very strong with our locals. I have therefore tried in all of my work to explain the problems of our movement and to teach our members the best way of conducting a labor organization in a manner which I thought best. I believe that the opinion of our locals regarding our International Union is now much clearer than it has been in the past.

I have devoted considerable time to Local No. 25 and No. 62. At the beginning of the year, Local No. 25 found themselves in difficulties, arising from the fact that they had to renew their contracts with the manufacturers and also to rearrange matters in reference to their management.

A conference was called, which helped Local No. 25 considerably in the way of adjusting their troubles with a number of employers. The inside difficulties of management were to be solved by a plan of re-organization, which I worked out and submitted to a special committee of the Conference and later to the Executive Board of Local No. 25. Both committees accepted the plan. The same was also submitted to special meetings of the members and the plan was also accepted by them. Unfortunately, the Executive Board of Local No. 25 afterwards decided to ignore their previous decision, also the decision of the members. Until September 1st, no regular meeting of the members had been held and no election of officers took place. It is now about six months since the plan of re-organization was accepted, and later on ignored. I may also state that the member meetings of Local No. 25 have been few and very irregular this year.

At the beginning of the year Local No. 62 found itself ready to disband. The local had only a few members and these displayed very little interest in its affairs. The same was true of Local No. 39 and No. 70. At the request of Local No. 62, made by Com. Rose Schneiderman, who has given Local No. 62 much of her valuable time, the General Executive Board at its meeting held in January donated $500 to the District Council to begin special agitation work among the White Goods Workers, Petticoat Makers and children Dress Makers.

The work was started at once, but from the very beginning the response from the Children Dressmakers and from the Petticoatmakers was very poor. There was no possibility of saving Local No. 70, so it disbanded. Local No. 39 is in existence, but the membership is
very small. Local No. 62 has grown considerably.

An office was rented at 155 Clinton street for the use of Local No. 39 and No. 62 and an active member of Local No. 39 was engaged to help in the organizing work of these locals.

As the response from the White Goods Workers was greater, most of the organizing work was naturally done amongst them. Now we have a local of a few hundred members. They maintain their own office, pay the salary of a Business Agent, and conduct Shop strikes.

From the $500.00 donated by the General Executive Board the following are a few items of expense incurred for Local No. 39 and No. 62.

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<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Salary, A. Dlugen, Org. 14 weeks</td>
<td>$252.00</td>
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<tr>
<td>Office Rent, 3 months</td>
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<tr>
<td>Rent, Clinton Hall, 2 Mass Meetings</td>
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<td>Rent, Cooper Union, 1 Mass Meeting</td>
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</table>

Total expense: $415.00

The White Goods Workers are working under the worst conditions existing in the Ladies Garment trade. Wages are low, and the hours in the New York factories are 55 and 56 per week. In Brooklyn the wages are lower than in New York and the hours are 58 and 60 per week.

These people have come into the union in tens, but it appears that they will not come into the union in hundreds or in thousands, unless the union will satisfy their desire for a General Strike in the near future.

With the help of the Women's Trade Union League an investigation was made on the working conditions in the muslin underwear shops. The investigation was specially conducted to find out the number of employers and employees, and also in reference to the personnel of the White Goods Workers.

After an investigation was found, that there are from 12 to 13 thousand girls employed at this trade in Greater New York. The majority are Jewish workers, the Americans are second in number and next are the Italians. The Jewish and Italian people work on the medium class work and the Americans are employed at the first class work. The conditions among the Americans are fair. The members of Local No. 62 are Jews and Italians. All are of the opinion that nothing but a General Strike will alter the conditions of the trade. They feel sure that the mass will respond to a call for a strike, as this trade has not had a trade disturbance since its beginning, about 20 years ago.

At the end of May, the agitation on behalf of Local No. 62 was at its height. Many people inside and outside of the trade were of the opinion that the White Goods Workers would be on strike within a few weeks. At that time many employers in the trade expressed their willingness to concede the demands of the union for shorter hours and give other concessions, provided the demands are made during a general strike that will effect the majority of the employers.

The belief is general that a strike would be successful and if called in September it would be over in four or five weeks.

During the period, I have been connected with the District Council and the General Office, I have been instrumental in helping Local No. 72 in getting a shorter working week, reducing their hours from 54 to 50 per week. At the present I am helping them in their strike for a 50 hour week.

I have also devoted some time to Local No. 41 and to Local No. 54. Local No. 41 could strengthen their position if helped by the General Office. Local 54 needs special organizing work in New York City.

It is the belief of many that the wrapper trade is deteriorating and that it is useless organizing wrapper makers. But this belief is not well founded. The Wrapper trade is extending and the house dresses, which are being used more extensively, are manufactured in the wrapper shops. Again the wrapper and house dress contractors are also extending their activity by taking in dresses during the slack season. The wrapper makers are acquainted with several lines of ladies' garments, which makes it necessary for them to be organized. Local No. 41 will not make further progress if its activity will be confined to Brooklyn and Brownsville only.

Local No. 54 is in a poor state and its membership is so small that their existence is hardly felt. Local No. 54 desires the assistance of the General Office for a special organizer for a few months.

Local No. 20 is also in a poor condition. Previous bad management and trade conditions are responsible for it.

Local No. 20 has a very broad field to extend its activities, but does not want to do
any organizing work among the Dress and Waist Cutters, Children Dress cutters, and Muslin Underwear cutters. There are a few thousand men employed in this line and since their present conditions, regarding hours and wages, are below the standard set by Local No. 10, they are regarded as inferior mechanics by this Local, and are not admitted into its ranks. On several occasions I have called this matter to the attention of Local No. 10, but received no satisfactory answer.

I would strongly advise the General Executive Board to either attempt to organize separate locals of Waist, Dress and Underwear cutters, or give the operator and presser locals of these trades jurisdiction over the cutters in the same line.

There is another matter which I would like to emphasize relative to the organizing of the cutters in the aforementioned lines and that is this. Locals No. 25, 39, 41, 50 and 62 are composed mostly of girls, and I need not dwell here on purely "womens' Unions." In bringing in a considerable number of men into these unions it would be a great help to them and I believe that the cutters would derive just as much benefit in being members of the above locals as they would in being members of Local No. 10, where the cloak and suit cutters predominate and manage the organization.

In conclusion I would recommend that the District Council give up its meetings entirely and its mission of organization, the locals receiving any advise they need from the General Office as formerly.

A monthly meeting of the New York members of the General Executive Board will do more good than the present irregular and poorly attended meetings of the District Council. An Executive Board meeting would be more authoritative because its members possess much more experience than the District Council delegates as now constituted. The monthly meeting of the New York General Executive Board members would carry out the wishes of the locals acting according to their own best experience and on the advice and recommendations of the International organizers working in New York City.

Fraternally submitted,

SAUL ELSTEIN,
Secretary District Council.

MATTERS OF GENERAL INTEREST.

Request of buttonhole makers of Brownsville for a charter referred to Bros. Rosenberg, Greenberger and Kleinman.

A committee of five was appointed to communicate with the Cutters' Union, Local 10, on the subject of forming a miscellaneous section of ladies' garment cutters in New York City.

Request of the Raincoat Makers' Union, Local 20, for assistance in organizing their trade in New York and Massachusetts referred to President Rosenberg.

The suggestion of the Cloakmakers' Union, of Philadelphia, Local 2, that all locals be requested to donate 75% of their treasuries for the Cleveland Strike Fund was not considered advisable at the present moment.

Motion adopted to appeal to organized labor for financial assistance and apply to the American Federation of Labor for sanction of the appeal; also to request Miss Newman to proceed to Chicago and Miss Schneiderman to St. Louis and other Western cities to collect funds for the Cleveland strikers. At the same time to send a few Cleveland strikers to New York to attend the shop meetings and collect funds.

Request of Local 62, White Goods Workers of New York, for the Board's sanction of a general strike in their trade was deferred until the termination of the strike at Cleveland.

Vice-Presidents Witashkin and Kleinman were appointed to investigate the working of the District Council of New York.

The General Secretary-Treasurer was empowered to send an expert accountant to look after the financial transactions of the locals from time to time.

Upon a preliminary call of the American Federation of Labor to send delegates to its forthcoming convention the Board agreed to send the full quota of six delegates to which the International Union was entitled according to its membership. Bros. Polakoff, Kleinman and Dubinsky were elected as additional three delegates.

REPORTS.

President Rosenberg reported that he had received information from Toronto, Ont., that the strike at Gordon Mackays ended in a complete victory for the Union.

Vice-President Dubinsky reported that he, Bro. Kleinman and Amdur, having been appointed on a committee to investigate the status of Local 17, they visited 6 shops. One of these was a Reefer shop while the others made cloaks. Their investigation was interrupted by the Cleveland strike. The Committee was ordered to continue its investigations.
President Rosenberg was empowered to appoint all organizers temporarily until the next meeting of the Board which has been decided by ballot to take place at Chicago.

AGITATION AMONG THE LADIES' WAISTMAKERS, LOCAL 25.

General Executive Board Sanction Agitation.

The victory nearly two years ago of the Ladies' Waistmakers, Local 25, of New York, has, it appears, not been as complete a success as was generally believed at that time; at any rate not a lasting success. One of the main reasons for disappointment is that the agreements originally signed with the union were of an individual rather than collective character.

It will be remembered that a large number of individual employers conceded the union demands and signed agreements for one year. Other waist manufacturers, of which the Triangle Waist Co. was one, refused to recognize the Union at the time the strike was officially declared off. At the end of the year the Union was not in a position to compel the manufacturers to renew their agreements.

Naturally the employers have since taken advantage of these circumstances and have reverted to the oppressive conditions of former times. Matters have come to such a pass that employees avoid shop meetings for fear of being discharged.

The Triangle holocaust of March 25th, in which 144 young lives were lost through criminally closed doors, revealed the horrible conditions under which the employees, mostly girls, produced riches for the manufacturers. It is to prevent the recurrence of similar burnt offerings and to secure better safeguards and more lasting union conditions in the future that the General Executive Board has given sanction to an agitation for a general strike.

The co-operation of the Ladies' Garment Cutters, Local No. 10, the moral support of a powerful International Union and the memory of the victims of the Triangle fire will impart to the union forces a strength which they did not possess years ago.

DRESSMAKERS OF BROWNSVILLE, LOCAL 72, WIN UNION CONDITIONS.

Employers Grant Demands after a Four Weeks' Struggle.

After a struggle which lasted four weeks, the strike of the Ladies' Tailors and Dressmakers' Union, Local 72, of Brownsville, was settled with complete victory for the workers. The employers agreed to recognize the union, to reduce the working hours from fifty-four to fifty. The strikers also secured a ten per cent increase in wages.

The employers formed an association which conducted the fight against the union, but during the strike quite a number of them deserted the association and granted the demands of the strikers. The association did its utmost to keep all the members lined up against the union, but the determination of the strikers forced them to leave the Association one by one.

CLOAKMAKERS WIN IN TORONTO.

Strikers Jubilant Over Their Victory.

The cloakmakers of Toronto, Ont., Canada, members of Local 14, I. L. G. W. U., are congratulating themselves upon their victory in the strike at Gordon Mackay Co. For many weeks the Union fought the good fight with vigor and determination and maintained the strikers and their families from a fund specially provided for that purpose. The employer perceived at last that the strikers could not be beaten and as one way out of the difficulty he transferred the cloak department to other hands, stock, lock and barrel.

The first thing the firm which bought the plant did was to settle with the Union, conceding the employees' demands. The strike lasted 11 weeks. The strikers consider this a double victory. For not only are they working under union conditions but under an entirely new management.

BRITISH LABOR NOTES.

By Ben Turner

The industrial unrest in Great Britain has been most pronounced and to those who remember the stirring events of 1888-9 and 1890, when the Dockers and Gasworkers of London and Leeds, and the Seamen of Cardiff and Liverpool, first began to organize and demand the "Dockers' Tanner" (12 cents an hour), and the gasworkers, eight hours shift and the seamen £4-10-0 per month, it has been like history repeating itself on a huge scale. For months the Seamen, led by Havelock Wilson, their champion, placarded the dock sides of London, Manchester, Liverpool, Hull, Bristol and Glasgow with the words "Look out for the signal." Ordinary folks wondered what it meant. While this chalking of walls and placarding of hoardings went on Mr. Wilson and his colleagues were organizing meetings...
nationallv and internationally, and urging the seamen to join the union and petitioning the employers to agree to the formation of a Conciliation Board. The ship-owners ignored the men's appeal. They had the shipping federation with its blacklegism behind them and they thought they could afford to ignore such an appeal.

But they ignored it too long and at a given moment the signal was given and the seamen at many ports struck and held up the shipping. The seamen got advances of wages at practically all ports and the final thing was the ship-owners of Newcastle agreed that if Mr. Wilson could prove his union to be a bona-fide one they would agree to a Conciliation Board being formed to deal with trade matters. The proof was given and Newcastle settled. In Hull, a big centre of dispute, the whole town was in uproar, but the men won their battle in a few days. Then the dockers struck work at most of the leading ports, for seven-pence and eightpence per hour and tenpence and a shilling per hour for overtime, and the beacon fire of unrest was set ablaze and England became one seething mass of strikes and lockouts in the transport trades. The capitalize brought to their aid police and military. Soldiers shot men, and broken heads and bodies were packed in the dock. It was a grand storm centre and as Liverpool is noted for sectarian rows there was more disturbance there than anywhere else. An officer shot a striker through the head, another striker was killed by a bullet from a soldier's rifle, and hell fire was let loose. The month of August was hot both in weather and in incident but disorder soon showed itself, for the best way to create it is to send soldiers and police amongst the people in times of trade dispute. Friday hardly a train ran and some stations were completely closed. For forty-eight hours

Then the railway men, who have been chafing under a rotten conciliation scheme, foisted upon them in 1907, demanded that their claims for more wages and trades union recognition should be considered. The directors pointed them to the conciliation boards, the men replied that they had tried them and found them wanting. They could not get meetings to consider grievances under about four to six month's time and that the wages of 16/10, 17/10 and up to £1 a week were not sufficient for them in what are called the lower grades of service. The matter came before Parliament and Prime Minister, Asquith and Lloyd George, the astute Welshman, both tried to maintain peace on the railways with hardly any success. There are four chief railway-men's unions and these co-operated together for the first time on record and they at once gave a twenty-four hours ultimatum to the Prime Minister, to Parliament and to the Railway Directors, that unless they got trades union recognition and a two shillings a week advance they would stop the railways. The Prime Minister talked platitudes, the Home Secretary, Mr. Winston Churchill, informed the railway directors and the public he would help them with the soldiers to maintain the lines going. This only incensed the railway-men still more. Parliament had a special sitting to consider the subject, the Labor men were beaten by votes but not by argument and the strike order was given. It was magnificent fighting. Nearly two hundred thousand railway-men, young and old, union and non-union, had laid off work, signalmen set their signals to consider the subject, the Labor men were beaten by votes but not by argument and the strike order was given. It was magnificent fighting. Nearly two hundred thousand railway-men, young and old, union and non-union, had laid off work, signalmen set their signals to danger, drivers took their engines into the goods yards and engine sheds and the public found on Friday morning the train service had practically stopped. Thirty thousand soldiers were drafted to various towns to stand by the railway companies' property. Extra police were brought in, special constables were sworn, and at one or two places the riot act was read. Soldiers with guns, foot and mounted, were poured into Leeds, Sheffield, Bradford, Manchester and similar places, unasked for by the towns' authorities, and where there was peace, disorder soon showed itself, for the best way to create it is to send soldiers and police amongst the people in times of trade dispute. Friday hardly a train ran and some stations were completely closed. For forty-eight hours...
the representatives of the parties and the Government were in constant conference, trying to find a solution of the difficulty. Saturday arrived and the stations were still closed, folks could go nowhere and holiday folks were stranded. Prices of food stuffs rose, butter was scarce, flour was short in industrial towns and the pickets only allowed supplies for hospitals to be taken to or from the stations. They even gave permits to the postal authorities so that the mails could be attended to.

While this was going on in the provinces, London dockers were out to the tune of 50,000 and at Liverpool the dockowners had again locked out 25,000 dockers because the railwaymen were on strike. The public was aroused, and sympathized strongly with the railway men in their demands. On Sunday morning the strike was ended. Trades union recognition had almost been conceded and a Government Commission with two Labor men out of five had been appointed to consider the working of the 1907 conciliation boards and also the rights of unions to have their officials intervening in cases of trade trouble. The news was hailed with delight, 1800 telegrams were sent to the four branches of the unions concerned claiming a victory. Huge demonstrations were held all over the country and the men were advised to resume work as they had ceased—in a body. The strike was a success from the disciplinary point of view. It didn't get what the men asked for but everybody believes that they will secure trades union recognition and the poorer paid workers more money.

It has been a glorious fight and thousands of trades unionists have been made by the obstinacy of the huge Shipping and Railway Companies. Following this the ironworkers and laborers in many towns made a demand for more wages. They were mostly successful. Now some textile workers in the worsted trade are following suit and in Leeds 200 girls and women came out for 2/- a week advance and after a three days strike, with the help of the Textile Union, they got 1/6 advance and a promise of consideration later on. August has all through been a glorious month for labor and the public meetings have impressed the general public that the workers do not get enough pay.

Concurrently with these exciting events the Clothing trades have been making headway, for the National and Local Wages Boards to fix a minimum wage, has sat. The price to be argued is 3½d per hour for the female workers. I think that will be the amount fixed and then on one will be allowed to employ a young woman 18 years of age, below that price. The gentle employers wanted a lower figure, the Jewish employers were a bit broader than the Gentiles, but the final round, for reference to the Board of Trade to settle upon was a 3½d or seven cents an hour basis. To the scores of thousands who do not get twelve shillings a week this will be an improvement. There are, of course, thousands who earn and get more than that, but the principle of a minimum will stop the sweating that has been so common in the clothing trade for generations.
MAA OOH UYB

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בפתחות קרבנות ואפייםinski אדיבות מיריה ויגמון

מ.ר.dbuf

זאתฉון: די בישוע ארמוכות בין תועש שומא

ון תיאפיאר מון די ארישט ארימוס,/mat

אצין תיאפיאר הצעות בין תועש מיריה ויגמון

אצין תיאפיאר הצעות בין תועש מיריה ויגמון

יאצי מון די ארישט ארימוס.זן

שתני די ארישט ארימוס.

זאת ושני די ארישט ארימוס.

יתני די ארישט ארימוס.

יתני די ארישט ארימוס.
לא אפשר לקרוא את התוכן המוצג בתמונה.
התרloquentות במשלחים.
רי אנינטנרטעאקס ואנינטנרטעאקס זא די דייזרל פארא טע

"רי אנינטנרטעאקס ואנינטנרטעאקס זא די דייזרל פארא טע"
עד ליידי גורמוס וחברת

שיטובים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושבים,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתrazil אל民航כרנעה יאש. יושброс,آنלי дирוטלינג זכרו אלמוני ואתраз
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 רגע שלא הסיט את עיניו על גוון

 הענקו נטרו נזקע נמרץ

 "רְגֵעַ אֲזֵנִים עַתָּרָה יְדֵשׁ וְיָדָה וְיָדָה

 סְקָרָה עַתָּרָה יְדֵשׁ וְיָדָה וְיָדָה

 רְגֵעַ אֲזֵנִים עַתָּרָה יְדֵשׁ וְיָדָה וְיָדָה

"RAPPER"
עכפשע מענקם

יוהי מאפעית עזרתך

ויי יתיישב תורני יגננכנל סערואמלש

וייורע עמשמשת

מנז. ה. מבוליברה

פייעץ י.י.ת ה פאראעתיתש מוריית יניאמ"כ

מנז. המעל שמאמה

מקראשנא ע"ו יתעשת מוריית יבונו קינע.
Joint Boards & District Councils.

Joint Board of New York—Louis Gordon, Secretary.
Office, 79 East 14th St.

Joint Board of Philadelphia—Max Amdur; Office, 32 North 10th St.

Joint Board of Boston, Mass.—M. Kurland, Secretary.
31 North Russell St.

Joint Board of Cincinnati—Miss Emma Betz, Secretary.
620 Riddle Road, Clifton Heights.

Joint Board of St. Louis—Jacob Glickman, Business Agent.
145 North 9th St.

Joint Board of Cleveland—S. Frankfurth, Secretary.
3600 East 86th St.

Joint Board of Baltimore—M. Hertzbach, Secretary.
Office, 1110 East Baltimore St.

Joint Board of Allentown & Troy—S. Gordon, Secretary.
59 Rensselaer St., Albany, N. Y.

Joint Board of Chicago—S. Hartman, Secretary.
Office, 1125 Lake Street.

Joint Board of Montreal, Canada—J. Slobodsky, Secretary.
Office, 360 Montreal St.

District Council of New York—S. Rubenstein, Secretary.
32 Union Square.

District Council of Philadelphia—C. Davidson, Secretary.
825 Mifflin St.

District Council of Toronto—H. R. Barton, Secretary.
Labor Temple, 14 Church St.

Manufacturers Using Our Union Label

On Waists

H. Frank & Co., 33 West 17th Street, New York City.
Solomon & Steiner, 34 West 15th Street, New York City.
Spies & Alper, 174 Springfield Avenue, Newark, New Jersey.

On Cloaks and Suits

Spies & Alper, 174 Springfield Avenue, Newark, New Jersey.