The Ladies' Garment Worker, Volume 7, Issue 2

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PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

By the

International Ladies' Garment Workers' Union

12 Union Square, New York
# Directory of Local Unions

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(CONTINUED ON INSIDE YIDDISH COVER)
FORWARD MOVEMENT IN SEVERAL FIELDS

The first month of the new year has opened auspiciously for our union in more than one direction. In Philadelphia we have scored a victory. In New York negotiations and struggles are proceeding which must end in substantial gains to the workers.

In the cloak and suit trade of New York the Council of Conciliation has met several times and handed down decisions on vital matters of dispute between the union and association. These decisions have cleared the atmosphere. We hope they will be acted on by the association and the union in that good faith which is so necessary for the proper working of a contract in an industry presenting such complex difficulties as does the cloak and suit industry.

* * *

AS TO THE STIPULATED STANDARDS FOR PIECE WORKERS

The matter in question on which the Council of Conciliation was called in to pronounce an opinion had reference to improvements distinctly provided for in the agreement which have not been carried out. One of these, and by far the most important, is the standard of 70 cents an hour for operators and piece tailors and 50 cents an hour for finishers. The point was strongly emphasized at the hearings before the Council of Conciliation last summer. As the piece workers compose seventy-five per cent of all the workers in the trade, the agreement drawn up by the council would have proved unacceptable to the union, had these workers not been provided for in the manner clearly stated in paragraph 1 of Article VI relating to wages.

The representatives of the association argued before the Council of Conciliation that the provision of the standard rate was an experiment which had failed and should therefore be struck out of the agreement. It was amazing to hear this contention advanced as to so vital a provision of the agreement. If provisions in the agreement were to be expunged because either party failed to observe them in the best faith, it is difficult to see where expunging would stop.

The specified standard rate for piece workers was laid down "as a temporary arrangement until a maturer study of the industry shall lead to a final
adjustment." No one more than the officers of the Union is anxious to see this study completed; but to deny to the workers the benefits of the temporary arrangement because it is temporary is a denial of justice and a violation of the agreement. We are glad to note that the Council of Conciliation has urged on the manufacturers to carry out the arrangement of fixing piece work prices at the prescribed rates, and hope there will be no more occasion for complaints.

**BOARD OF SUPERVISION APPOINTED**

Another point of importance decided on by the Council at its sessions last month was that the provision of the agreement relating to the creation of a Joint Board of Supervision and Enforcement of standards throughout the industry shall be carried out immediately. The board has been already appointed, and it will enter on its duties forthwith.

The representatives of the association desired that the piece workers should be excluded from the purview of the board's supervision, but the council decided that supervision should be exercised over standards generally, and particularly over those of the piece workers because they are more difficult to control. In respect to the standards of the week workers—wages, hours and legal holidays—these can be easily controlled by the union. The council interpreted its own decision in the only way it can be logically interpreted—as having an application to all labor standards in the industry. It is to be hoped that the establishment of this Board of Control will tend to smooth out existing difficulties and place the mutual relations of the union and association on a more harmonious basis.

**CERTIFICATION OF OUTSIDE SHOPS**

Another decision of the council is the certification of outside shops. In other words, that manufacturers shall assume full responsibility for the prescribed standards and conditions of labor in the shops of contractors and sub-manufacturers supplying their direct and indirect orders. This the council approved in principle.

The employer's responsibility for his outside shop has been a recognized practice since a number of years and the union did not think it necessary to have a clause to that effect embodied in the new agreement. It was taken for granted that the precedent established in 1911 would continue in operation. For how could anyone draw the line between shops owned and controlled by the same member of the association and say that in one of them he is responsible for the maintenance of conditions and in the others he is free to violate them and thwart the union? To draw such a line would involve so much injustice to the organized workers and such a perversion of principles laid down by the Council of Conciliation that none of the officers of the union had supposed that the practice would be questioned by the association. Yet it was questioned on the ground that it is not specifically provided in the agreement, and has occasioned soreness and disappointment.

That essential principles enunciated by the Council of Conciliation were nullified by the disavowal of responsibility for their outside shops by the manufacturers, has been clearly shown by Vice-President Wishnak in his statement before the Council.

According to his statement the outside shops represent fifty per cent of the trade, and if the agreement does
not apply to them, the unfair employer is enabled to play a game of hide and seek with the union in a very annoying manner. If in the main factory of a member of the association strikes are prohibited and in several of his subsidiary shops the union cannot enforce conditions other than by a strike, this type of employer escapes carrying out the stipulated conditions first, by having his work made in his outside shops at lower rates, and second, in the event of the union conducting a strike in these shops, by withdrawing the strike work and having it made by union men in his main factory. Thus he employs union men to break the strike, weakening the union by playing off the outside against the inside workers, and vice versa. So that when the manufacturer disclaims responsibility for his outside shops, the main object of the understanding between both parties to elevate trade conditions has no chance of being realized.

The council recognized that the contention of the union was based on justice and truth and referred the matter to the new Board of Control for investigation and action. The question of the employer's responsibility for his subsidiary shops clearly relates to the standards of labor coming under the supervision of and enforcement by the new board and should be speedily taken up and disposed of.

Other matters that at this writing were pending for consideration by the council have reference to the preferential clause of the agreement, the question of reorganization, full back pay where standards are not observed, and that reefer manufacturers shall observe certain standards. All these are in strict keeping with the spirit of the agreement. We have no doubt that the council will see them in the right perspective. They involve the interests of the workers for better or worse.

### DECISIVE VICTORY OF THE PHILADELPHIA WAISTMAKERS

In the Philadelphia waist, silk suit and children dress trade our union has secured a collective agreement. A union of 5,000 members is now an accomplished fact. Bearing in mind that a year ago the membership of several locals in this industry was less than 100, we have reason to be gratified with the advance made and success achieved in the first month of 1916.

We are glad to hear that the workers acclaimed the settlement as a decisive victory, although President Schlesinger had reason to be dissatisfied with the decision of the Board of Arbitration as to the manner of electing the price committees. The workers now have many things they did not have before, and the main thing—a strong union. This encourages the hope that the members of the union have the opportunity of so controlling the situation in the shops that the election of the price committees shall not be to their disadvantage.

* * *

Elsewhere we give the text of the agreement and the decision of the Board of Arbitration as to matters on which the parties could not agree in conference. A perusal of the stipula-
Right at the conference the parties agreed on the following points:

A regular working week of fifty hours; overtime to be paid for at the rate of time and a half; no overtime to be permitted as long as additional workers can be secured; five legal holidays and payment therefor to week workers; a Joint Board of Sanitary Control, similar in scope and functions to the board in New York; no home work; no discrimination against members of the union; equal distribution of work in slack seasons; no security to be exacted, no helpers but direct employment, no charge for appliances; grievances of and claims by workers to be taken up in the first instance by the shop representative, and in case of disagreement they shall be referred to the clerks; if the clerks disagree, they shall be referred to the Grievance Board and finally to the Board of Arbitration, regarded as the highest tribunal, which shall also serve in an advisory capacity.

Matters not agreed on in conference were decided by the Board of Arbitration, which consisted of Thomas B. Smith, Mayor of Philadelphia; Judge John M. Patterson, and William H. Wilson, Director of Public Safety; George W. Haney representing the manufacturers, with Congressman John R. K. Scott as their attorney, and President Schlesinger representing the workers with Morris Hillquit as the attorney for the union. The points decided by the board are as follows:

That overtime shall be four instead of six hours a week, as desired by the employers, except on an emergency arising on Saturdays; the five legal holidays shall be Independence Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day; price experts, one from each side, to make final decision, if price committee and employer disagree as to prices; a Wage Board, consisting of equal representation of each side, with an impartial chairman as director, shall find a method of standardizing wages for piece work and week work.

The demand for an advance of 15 per cent in wages, and in no case less than one dollar a week, with a minimum of $8.00 and $6.00 a week to men and women learners respectively, was to be decided by the Board of Arbitration not later than January 31, upon data and information furnished by the Wage Board. Any increase decided upon shall date from January 20, the day the workers returned to work.

We have detailed these concessions that the reader may compare them with what are considered fair union conditions in New York and other centers. In view of the fact that the strike lasted only three days, involving only slight expense and sacrifice; considering, moreover, that less than a year ago the workers were utterly disorganized and completely under the arbitrary rule of the employer in every respect, the concessions won constitute a great advance.

HOW TO COUNTERACT One unsatisfactory point of view of the union is the manner of electing the price committees. The Board of Arbitration decided that the price committee shall be elected at a meeting held in the shop and called by the shop representative and the forelady, but neither the employer nor anyone representing his interests shall be present at the meeting. The reason adduced by the Board of Arbitration for this decision was twofold: (1) to give non-union workers, should such be in the shop, a chance to participate in price-fixing; (2) to prevent meetings being called at unreasonable hours. President Schlesinger was decidedly op-
posed to this decision and refused to sign it. In his view, the Board of Arbitration had no right to decide that shop meetings shall be held in the shop. It might imbue the workers with fear and prevent them from an independent expression of opinion. On the other hand, since it is provided that "neither the employer nor anyone representing him shall be present," the practice may not involve undesirable results. At all events, in shops having a non-union element the members of the union will be afforded an opportunity to bring their fellow workers around to their view. It behooves the union to counteract this unfavorable decision by making the utmost endeavor to secure as near as possible a 100 per cent organization in the shops.

NEGOTIATIONS AND PENDING STRUGGLES IN OTHER INDUSTRIES

OUTLOOK IN NEW YORK WAIST INDUSTRY

In the waist and dress trade of New York conferences are proceeding between our Local No. 25 and the Dress and Waist Manufacturers' Association which at the time of writing make one hopeful of an amicable settlement so far as the association is concerned.

A strike involving some 15,000 workers in non-association shops is almost certain to be called, but the association houses will not be affected. If the conferees fail to agree, the differences will be submitted to the Board of Arbitration under the existing protocol. The board consists of Mr. Louis D. Brandeis, chairman; Mr. Bruere representing the union and Mr. Hamilton Holt representing the manufacturers.

In the meantime the manufacturers have met the demands of the union for improvements in wages and hours with counter demands, or, as they choose to name them, charges. It was not to be supposed that the employers would grant concessions without a hard fight. They do not, in their charges, deny that the workers are entitled to higher wages or other concessions. After a period of three years, during which the cost of living has risen, they could not reasonably set up a contention of this kind. Besides, there is ample evidence that in many shops wages have been reduced.

By analyzing the demands of the association, and the long statement in which they are elaborated, there is nothing to show that a modus vivendi cannot be arranged and peace in the industry maintained. The employers ask, for instance, for "an enforcible guarantee of maintenance of equal standards throughout the industry." This is covered by the demand of the union for registration of sub-factories and outside shops. Reforms, like charity, begin at home. The system of outside shops, presumably independent, but in reality controlled by members of the Association, clogs the wheels of the union's organizing work and frustrates its efforts to bring about equal standards.

Another means of bringing about equal standards is the introduction of the protocol label. In 1913 it was recognized that both parties must co-operate to that end, and the white label provision was embodied in the protocol. The label idea is still awaiting realization.

The maintenance of equal standards
is the affair of the association as well as the union. The association cannot wash its hands of the evil of competition and unequal conditions in the industry, brought about mainly by the employers in their hunt for profits. The first step toward bringing about equality of conditions is the strict observance of every provision of the protocol by every member of the association. This would ease the minds of the union leaders of local anxiety and enable them to devote time and attention toward enforcing equal standards in and out of New York.

THE CRY OF THE CHILDREN DRESSMAKERS AND KIMONO WORKERS

Our International Dressmakers and wrapper and kimono workers of New York and has decided to come to their assistance in every possible way.

In these industries, employing some 25,000 workers, eighty-five per cent of whom are women and girls, an improvement in their lot has long been imperative. Before these lines are in print, the employers will either have made a definite promise with definite guarantees to improve conditions, or a struggle will ensue. If a struggle comes, it will be a desperate struggle of long suffering workers from which the employers must emerge with regrettable loss of trade and loss of money resources. We hope we are not uttering a prophecy but a warning.

If a struggle cannot be avoided, it will not be for want of sufficient caution, for the union has given the associated employers ample time and opportunity to arrange for needed improvements. They have not been kept in the dark as to the intention of the union and the workers in the trade, and the situation was such that it brooked no delay.

The hope that filled the workers' hearts in 1913, when a settlement was affected, and many things were promised, including an increase in wages, was shattered. For more than two years that settlement has been ineffective, as if it never existed. This experience must conduce to a demand for better safeguards in the future. A way must be found to make the employers live up to their signed promises.

One very effective way is to preserve the integrity of the local union. We know of no better means to keep the employer to his word. It is a sort of balance of power. If the workers adhere to the union, look up to its guidance and make the employer feel that they have pinned their faith to the organization, and are ready to abide by its rules and decisions, they thus develop a power which the employer does not even attempt to overcome. If, on the other hand, they lapse from duty and become indifferent and distrustful, they throw away their strength, grow weak and the employer develops power over them.

Something of this kind happened after 1913, but it must not happen again. The Children Dressmakers, Wrapper and Kimono makers and all other workers must bear in mind that when power is engendered by organization before and during a strike, it must be kept up, and it can only be kept up by constancy, consistency and watchfulness.

Therefore, the best advice to the workers is: Be constant: in your faith, be consistent in your duties to your fellow workers and the union, and be continually watchful over the new gains and privileges! Only this can insure success.
EMBROIDERY WORKERS We have already referred in last issue to the strong movements for organization and economic improvement in the Shiffli embroidery industry in New York and New Jersey. The sunshine of prosperity is plainly apparent in the industry and employers are reaping a plentiful harvest. "If not now—when?" the workers ask each other, and they are sufficiently well organized and determined to have their wishes embodied in a collective agreement with the association in the trade, either through negotiation and conference or, if compelled to take the step, by a strike. The present tense situation—underpayment and overworking—cannot possibly continue.

Movements are likewise proceeding among the waist and white goods workers in Newark, N. J., and Boston, Mass. The new year is evidently full of promise for the workers in the ladies' garment industry, provided they will rally to their respective local unions and render the organization powerful to secure reasonable improvements in their conditions of labor.

General Executive Board in Session

EXTRACTS FROM THE MINUTES

The sixth quarterly meeting of the General Executive Board was held at the Majestic Hotel, St. Louis, Mo., from January 5th to 7th, 1916.

Present: Secretary-Treasurer Baroff and Vice-Presidents Pierce, Leikovits, Metz, Halpern, Koldofsky, Wishnak, Cohen, Katz, Cassatta, Kurland and Amdur.

Brother Baroff states that owing to the tremendous stress of work in Philadelphia in connection with the organization campaign and the general strike movement it was impossible for President Schlesinger to come to this meeting of the board. First Vice-President John F. Pierce takes the chair.

When the minutes of previous meetings were read, Vice-President Katz expressed his opinion that the G. E. B. should be given the opportunity to have more information about all the affairs of the cloakmakers' locals and other organizations of the International, and suggested that the Joint Boards should send information about all controversies that arise to the General Office.

SECRETARY BAROFF'S REPORT

Brother Chairman and Members of the Board:

For the six weeks that I have spent in the General Office, we have been busy with organizing work for a number of locals in various cities, preparing them for the coming season, in trades where it is intended to present demands to employers. I cannot, therefore, report about any definite gains or improvements for this short period, as our time and efforts have been largely concentrated in preparatory work.

I shall briefly go over in this report the most important points.

Two of our locals, No. 5 and No. 6, the Embroidery Workers of New York and New Jersey respectively, have renewed their activities in preparing the workers for a general movement. As you will recollect, these locals conducted a general-strike agitation a year ago; but owing to unfavorable conditions following the outbreak of the war, no strike was called. This had a demoralizing influence upon the workers. The New Jersey local, especially, got a severe setback, while the New York Local No. 6 has managed to maintain itself in better shape. Recently these locals have formed a Joint Board and the New Jersey Local No. 5 has been stirred to greater activity. We have had two meetings at the General Office with their Joint Board and have helped in framing the final demands on their employers.

Local No. 5 of New Jersey is holding a big mass meeting this day for the purpose of discussing the question of a general
strike in the embroidery trade. Local No. 9 of New York will hold its mass meeting on the 8th of January. From reports at hand, the workers are quite enthusiastic for the calling of a general strike.

The White Goods Workers' Union of New York, Local No. 42, had a mass meeting on the 23rd of December in Cooper Union. This local has shown all the time great activity. By the agreement of last year its members gained an increase in wages that were to take effect on January 1st, 1913, and they have called this meeting in order to acquaint their membership with the necessity of enforcing the increase in all the factories. The local has also undertaken a very extensive campaign to organize all the shops that were not enrolled in the general strike of 1913 and to introduce union standards in all these shops.

At the last meeting of the General Executive Board in Philadelphia, a committee, consisting of Brothers Amdur, Lefkovits, Halpern, Metz and myself, was appointed for the purpose of making an investigation in the waist and dress trade of Philadelphia and into the results of the campaign that Brother Silver has been conducting ever since last summer in that city. One of the purposes of that committee was to ascertain whether it is advisable to inaugurate a movement for a general strike in this trade in Philadelphia for the coming season. The committee met the members of the Executive Board of Local No. 15 and representatives of shops and they have come to the conclusion that it is practicable and expedient to sanction a general strike.

The committee attended a mass meeting at Philadelphia at which approximately 2,500 girls were present. As a result of this meeting, President Schlesinger was invited to meet with shop representatives and to take decisive steps for opening negotiations with the employers. The meeting of shop delegates took place at 505 Reed Street on Friday, November 5th, and a conclusion was reached that the situation was quite ripe for entering into the final stage of the campaign.

Brother Jesse Greenberger, of Local No. 10 has been engaged to work with Brother Silver in organizing the waist cutters in Philadelphia and to take care of the English-speaking girls of the local.

A great deal of my time has been taken up with the situation of the New York Waist Makers' Union, Local No. 25. I have attended the meetings of their Board of Directors a number of times. As you know, this local, one of the biggest and best in our International, has signed a protocol agreement in 1913 with the Manufacturers' Association. Since that time many new problems have arisen and it has become very clear that a revision of the protocol is highly necessary for the welfare of the workers in the trade. Discussions concerning the demands and a revision of the various clauses of the protocol have taken many weeks, and on December 27th, the matter occupied the attention of a great mass meeting of waist and dressmakers in Cooper Union. The immense throng that came to this meeting was so unusually large that it was necessary to have an overflow meeting at Beethoven Hall. We have reason to believe that this local will be strengthened by the general improvement of conditions as a result of the revision of their protocol agreement.

The waist and dressmakers, Local No. 49, of Boston, have been inactive for the last two years. Their general strike in 1913 was settled quite favorably to the workers, but owing to the members' indifference no permanent benefits have been gained.

At the beginning of this fall a group of active members began to revive the organization and they requested the General Office for the services of an organizer. When I came into the office, Miss Rose Schneiderman, who was working for our International at Worcester among the corset workers was ordered to go to Boston. Her presence in Boston has helped to wake up the waist makers, and she has spent the last few weeks in calling shop meetings and putting the organization committee of the local to work. A mass meeting was arranged for the 29th of December in Fanueil Hall, and President Schlesinger and a number of other speakers were present at the meeting, which proved to be a considerable success.

Locals No. 41 and 50 of New York were placed by the General Office under the management of Brother Solovioff in August for the purpose of preparing the Children's Dress and Wrapper and Kimono
workers for a general movement for the coming spring season. As you well know these two locals had conducted a general strike in 1913, when agreements had been signed with the associations in these trades, but the workers have not reaped any benefits from these agreements and became indifferent in consequence. For the last year and a half the International has done all in its power to bring life into these two locals.

At a meeting of the New York Board we decided to dispense with the services of Brother Solovloff and have engaged in his place Bro. Greenberg of Local No. 25. Great activity has been shown by the local since then; the active members of local No. 50 are working with energy and devotion, and all preparations are being made to carry through a successful campaign. This local has at present a considerable membership. We also had a meeting with their Executive Board where the demands on the employers were thoroughly discussed.

On December 30th this local held a final mass meeting at Cooper Union, where great enthusiasm was displayed for a general strike. For the last five weeks we have, in addition to the organizer among the Jewish workers in Local No. 41, Bro. Goldstein, kept on our pay-roll an organizer for the Syrian workers in the kimono trade in New York City. We hope to establish a strong organization in these industries before the spring season is over.

Another field that is being attacked energetically is that of the Newark waist and white goods trade. There are at least 10,000 women employed in these trades in Newark, who are working under deplorable conditions. We have engaged Brother Portnoy of Local No. 25 to work in conjunction with Miss Craig, our woman organizer in Newark, and from reports already received, a big meeting is under way, and we expect to have Local No. 113 of Newark counted pretty soon among our substantial organizations.

Toledo, Ohio, has at present a lock-out on hand at Friedlander Cohen shop, and as Brother Wisbnak was in Cleveland last week, we requested him to go to Toledo and see what could be done there in order to settle their trouble.

The Corset Workers of Bridgeport, New Haven and Springfield are getting along quite well indeed. It is slack time now, and whatever organization work there is to be done in Bridgeport and New Haven among the rest of the workers in this trade will naturally have to be postponed until the end of January, when the season begins. The same is true of Worcester, Mass., where Miss Rose Schneiderman in the early fall organized a group of girls employed by the Royal Worcester Company of that City.

Needless to say that we are doing for every local of the International the utmost that can be done under the circumstances.

We hope that our planned movements in the above enumerated industries will be crowned with success.

Respectfully submitted,
A. BAROFF,
General Secretary-Treasurer.

The Secretary reported that the following letter had been sent to the employers in the waist, silk and children's dress industries in Philadelphia on January 3rd, with an inclosure constituting the demands presented by the Union to these employers.

January 3, 1916.

To all Employers in the Ladies' Waist, Silk Suit and Children's Dress Industries in Philadelphia.

Gentlemen:

The organized workers in the ladies' waist, silk suit and children's dress industries of the City of Philadelphia, represented by the International Ladies' Garment Workers' Union, take liberty of presenting to you the enclosed list of requests to form the basis of a working agreement between you and your employees from and after the 17th day of January, 1916. In formulating these requests, our Union has sought to accomplish a double purpose: (1) To raise the standard of wages and working hours of the employees to the point of insuring them at least relatively decent living conditions; and (2) To introduce such uniformity of working standards throughout the industry in the City of Philadelphia as will safeguard the more fair-minded manufacturers from the ruinous competition of his less scrupulous competitor.

In almost all important centers of ind-
industry, with the exception of Philadelphia, the International Ladies' Garment Workers' Union has succeeded in establishing harmonious relations and effective co-operation between the manufacturers and their employees upon the basis of collective agreements which have tended to eliminate all violent struggles between employers and workers and to substitute a system of settling industrial problems on the basis of justice and mutual fair dealings. Our union is thoroughly convinced that a similar lasting understanding between the parties can be established in the city of Philadelphia.

We have carefully deliberated over every point in the enclosed list. We believe our requests are entirely fair and reasonable, and sincerely hope that you will find them acceptable.

We shall be ready to enter into a formal agreement with your firm along the lines indicated in the accompanying draft, and if an association should in the meanwhile be formed by the employers in the industry and your firm should become a member of same, we shall be glad to confer with such association with a view of entering into a collective agreement with the latter similar to the agreement made between our Union and Employers' Association in other cities.

We shall expect the courtesy of a reply by the 10th day of January, 1916.

Respectfully yours,

INTERNATIONAL LADIES' GARMENT WORKERS' UNION.

A discussion arose as to the liberal financial support being given to the various locals. Vice-President Wishnak maintained that whenever an organization is established, it must be its duty to finance its own affairs. The International is only supposed to organize the non-organized cities.

A motion was carried to elect a committee to find out the standing of all the locals that are receiving support from the International, and to inquire how much the International Office has spent on them and rearrange the understanding with these locals. Brothers Wishnak, Mets and Koldofsky were appointed on this committee.

COMMITEES AND COMMUNICATIONS

A committee from the Joint Board of the Skirt Makers' Union of St. Louis, consisting of Brothers Goldberg, Hoffman, Globetone, Kaplan and Friedman informed the board of the condition of affairs in that city. Since Brother Finkler had come to St. Louis, new life has come to the locals and the workers show willingness to organize. If Bro. Finkler should remain with them, they would succeed in organizing the trade. They felt that the campaign should extend to the American girls as well as the Jewish girls, of whom there are not less than 10,000 working in the waist, skirt, dress and white goods industries in St. Louis. Brother Globetone suggested that Miss Schneiderman should be sent to St. Louis to work among the girl skirt makers. He was confident that she would succeed.

Brother Hoffman stated that the skirt makers must have a woman organizer. There are ten cloak shops in St. Louis and twenty-five skirt shops which employ about 700 women. These women are making a maximum of $14 per week in the height of the season. There are pressers who have to work very hard to make $15 per week. Cloak pressers make from $16 to $17 working sixty hours. Upon motion these requests were filed for future action.

Communication read from the Italian Advisory Board of the Joint Board of the Cloakmakers' Union of New York City, requesting that a separate local should be granted the Italian cloakmakers in New York.

After prolonged discussion Vice-Presidents Koldofsky, Amundur and Pierce were appointed to investigate this matter and report to the next meeting of the Board.

REPORrS

Committee on Local No. 38 reported that looking into certain questions affecting the local and the ladies' tailoring industry, they found that the reason why the local had rejected arbitration during the recent strike was because the workers had cause to distrust any promises by the employers to arbitrators. They had felt convinced that they would gain nothing but good promises.

As to the general situation, the ladies' tailoring industry has been subjected to greater changes and modifications than any other craft in the ladies' garment industry, and these changes have been very much to the disadvantage of the workers. The seasons have become shorter, the work has grown to be more and more simplified and uniform. This naturally has driven out the better element of the trade. Those who have remained in the trade have changed every season, which means that
neither the employer nor the employee has a chance of getting acquainted with the character of each other, and the union on the other hand has to deal every year with a new element.

Further investigation had brought out the fact that the process of shop organization in good faith has always been going on in the industry. As soon as the season slackens, the larger establishments either send away their whole force of tailors and close their shops altogether, or keep a few tailors and the rest are sent away in perfectly good faith. In the smaller shops, employing only a small number of tailors, the employers also do away with their help during the dull times, doing the necessary work themselves. The consequences are that when it comes to the next season, employers, large or small, pick their help and, naturally, they choose those with whom they can bargain without interference of the union. Under these circumstances, collective agreements are, in our opinion, out of the question, as the workers cannot retain conditions gained.

In regard to the assistance of the General Office, we found that although at that particular time conditions were very strenuous in New York and Chicago, President Schlesinger and Brother Sigman have been in constant touch with the situation of Local No. 38. We also found that all outside people who had influenced the strikers in any way, had done so under the supervision of the strike committee. We therefore recommend:

That the International should have a man with full responsibility take charge of the affairs of Local No. 38, and that financial assistance be rendered to them.

That as soon as possible an effort should be made to carry out the resolution of the last convention to unite Locals No. 3, 38 and 65 into one organization. In our opinion this would be beneficial to all the three locals. We, however, frankly admit that the question involved in Local No. 38 is too big to guarantee a proper solution on these lines.

Respectfully submitted,

JAY KATZ,
A. COHEN,
S. KOLDOPFSKY, Chairman.

Upon due discussion, a motion was carried to accept the last recommendation of the committee.

A further motion by Vice-President Amund was carried that a committee be appointed to carry out the recommendations of the investigating committee, or suggest any methods they may consider best for the welfare of the local.

(The report of Vice-President Pierce at this meeting was appended to his report rendered at the fifth quarterly meeting and published in the January issue of the "Ladies' Garment Worker.")

Request of Local No. 30, N. Y. Alteration and Special Order Tailors, asking for sanction of a general strike in order to establish standard conditions in their trade, was referred to the New York Committee of the board and general officers.

A letter of resignation from 10th Vice-President Harry Dubinsky was read and accepted.

In response to communication from Local No. 65, asking for organizing and other assistance to help maintain their local, it was decided to explain to them that in the opinion of the board they have no basis for existence as a separate local. The previous decision must stand.

A letter of greetings from the St. Louis Jewish Branch of the Socialist Party was read and accepted with thanks.

Requests of Local No. 60, Chicago, for sanction of a general strike movement among the waist, dress and kimono trades in Chicago, and financial assistance, was referred to President and Secretary.

Communications were read from Locals No. 49, Boston, Local No. 4, Baltimore, Local No. 14, Toronto, and Local No. 64, New York, in regard to the assessments levied in the last few years. Decided to refer all such matters to the Credential Committee of the next Convention.

Bro. S. Labensohn, representing the Montreal Joint Board, appeared and explained the situation of the cloakmakers' organization of that city and asked the board to take necessary and immediate steps to put an organizer into the field. If that were done, the union in Montreal could be properly built up.

After discussion it was decided to request President Schlesinger to pay Montreal a visit at the end of this month and
to do everything in his discretion to place
the local on a sound basis.

**SUNDAY REQUESTS AND DECISIONS**

That Bro. Finkler be assigned for a short
time to St. Louis.

Upon motion by Vice-President Metz, it
was decided to donate $60 to the St. Louis
Cloakmakers’ Union for the maintenance
of their organization.

Secretary Baroff and Vice-Presidents
Cassitta and Wishnack were appointed a
committee on affairs connected with Local
No. 38.

That the next quarterly meeting of the
G. E. B. shall be held in Cincinnati during
the last week in March, 1916.

That Chicago and Philadelphia shall be
submitted to a referendum of the locals
for the next convention of the I. L. G. W. U.
in June, 1916.

That the request of Local No. 43, Waist
Makers of Worcester, and of Local No. 59,
Waistmakers of Chicago, for assistance in
organizing work, be referred to the Gen-
e ral Officers.

That the request of Local No. 4, Balti-
more, for a woman organizer to work
among the girl skirt makers of that city
be referred to the General Officers for in-
vestigation and action.

That Mrs. Anna Schmidt, of Stockton,
Cal., be informed, in regard to her proposed
appointment as organizer for the Pacific
Coast locals, that the International cannot
make any agreement with its organizers
for a year, and that organizers must hold
themselves in readiness to go wherever
directed.

That President Schlesinger or Vice-Presi-
dent Pierce be requested to visit the To-
ronto locals and have meetings with the
Toronto Cutters’ Union, Local No. 53.

That Vice-President Cohen and Brother
Perinstein stop over at Cincinnati and in-
vestigate conditions in that city.

That two days before each quarterly
meeting all the reports of Vice-Presidents
should come into the General Office.

Miss Spragoon, President of the St.
Louis Women’s Trade Union League, ap-
ppeared and stated that the local league
was very much interested in the problem
of organizing the women workers. They
are prepared to work in harmony and co-
operation with our organization and ren-
der every assistance to organize the St.
Louis women.

The board expressed its appreciation of
the preferred help and extended the
meetings of the International to the
Women’s Trade Union League of St. Louis.
Decided to send a letter to that effect to
Miss Nellie Quick, the Secretary of the
local league.

**VICE-PRESIDENT AMUR’S REPORT**

During the last two months it has been
very dull in the Philadelphia cloak shops.
Some of our people, however, were en-
gaged in making up samples and duplica-
tes, and naturally my attention has been
given to the question of dividing the work
equally and the question of prices for mak-
ning up samples.

Our agreement does not provide any-
thing for samples or sample makers, but I
was successful in handling this matter in
both of the associations to the satisfaction
of our members, due to the new method
I have adopted in dealing with our mem-
bers and also with the manufacturers. So
far as our members are concerned I talked
more unionism and less of agreement to
them and took up less complaints against
the manufacturers. Instead of this, I made
each shop-chairman or committee instru-
mental in taking up and adjusting their
complaints and grievances in their respec-
tive shops. Here are a few illustrations:
I looked over the records of our complaints
adjusted during the months of November
and December of last year, and about 200
of these were pertaining to the question
of unequal division of work, where in
almost every case the firm was instructed not
to over-step this clause of our agreement,
still the work was not equally divided.
Now, however, during the very same
months of this year, we have had only one-
third of complaints as compared with last
year on the same question, and now our
members are satisfied, because work has
been equally divided in almost every shop
controlled by the Union. Upon complaint
reaching us, we immediately called the
people together and arranged with them
that they should divide the work in the
form we call “cooperation.” Even now we
still have twenty-two shops, where the peo-
ple are working under this system, and on
Saturday they divide the pay in equal
shares for every worker. Although the
manufacturers do not like this idea; they cannot prevent the workers from doing it. The consequences are that the other manufacturers, who are not having that system in their shops, are compelled to divide the work for fear of not creating the very same system in their own shops.

In the Spring season of 1915, samples were made on the system of piece work, which created dissension among our members.

A tailor, after having worked a full week making samples, was lucky to find on Saturday $10 or $12 in his pay envelope, and in some instances even less. Since our agreement does not mention anything about samples, I was naturally powerless to remedy it, and therefore, thought of taking up this matter in conference with the manufacturers, in order to provide something in the agreement for sample-making before the fall season of 1915, but no conference has taken place, and the question remained unsettled until the last sample season. During the month of November, we carried on a strong agitation among our workers that samples should be made on the system of week work, regardless of whether the manufacturers agreed to it or not. This agitation was successful and the result was that this season, samples were made in every shop in Philadelphia at the rate of $18 and $23 per week.

Local No. 2 is composed of three branches, namely, cloakmakers, skirt makers and pressers. A few weeks ago I recommended that the local be subdivided into three separate branches, every branch meeting separately. My recommendation was accepted. We have made the first experiment with the pressers, and it has proven a success, for we have succeeded in organizing the pressers in almost every important shop in the city. We have now about ninety per cent of the pressers in the union, and I have all reasons to believe that until the coming season they will be a 100 per cent organized. Now, I am going to make the same experiment of a branch meeting for the skirtmakers.

Respectfully submitted,

M. AMDUR.

REPORT OF VICE-PRESIDENT CASSATTA ON
THE ITALIAN CORSET WORKERS IN
BRIDGEPORT

As per mandate of the General Office I visited Bridgeport, Conn., on Thursday and Friday, December 2nd and 3rd.

I went for the purpose of rallying and stimulating the Italian corset workers of Local No. 33 to a more energetic attitude toward the organization.

On Thursday evening, I addressed a meeting of women workers at Eagles Hall. I understood that they all appreciated the benefits and betterments in their working conditions through the union, but complained that unlike the Americans and Hungarians, they have never been able to use the Italian language in their affairs with the Union. The occasion of my visit was the first time they could express their opinions and give their views unhampered by linguistic difficulties.

I am of the opinion that the Italians of Local No. 33 ought to assemble as a branch of that local, and as the Hungarians have tried it successfully, the Italians ought not to be denied this harmless autonomy. My consultations with the Italian members before and after that meeting convinced me of the necessity of giving them some responsibilities in the conducting of Local No. 33. To that end I am to visit Bridgeport again on Saturday, December 11th, and address another meeting at the same hall, and I will endeavor to render their association with Local No. 33 more fruitful.

Part of the second day I spent in Bridgeport last week was in developing plans with Vice-President Pierce and Organizer Duffy of the A. F. of L. to place the Corset Workers' Union of Bridgeport on sounder foundations. The two gentlemen just mentioned have been very generous in assisting me in my mission.

Respectfully submitted,

L. CASSATTA.

VICE-PRESIDENT LEFKOVITS REPORTS FOR COMMITTEE ON LOCAL N° 65

We called a committee of Local No. 65, Ladies' Tailors of Brooklyn, for the purpose of finding out the conditions then existing in the trade and the standing of the local. A committee of six came at our invitation and informed us as follows:

The Ladies' Tailors' season starts about September 15th, and at the time of the investigation they were busy and working overtime. They had carried on an agitation for a general strike, but as it was too late in the season, they abandoned the
proposition, as the time was not favorable. On the other hand, the dressmakers belonging to the local, claimed that without a strike they could not improve their conditions. Their employers were forcing them to work longer hours. Whereas they used to work in settled shops fifty hours, they were now being compelled to work sixty hours. They claimed that in the dressmaking trade the time was just ripe for calling a strike. They demanded an increase of $1.00, time and a half for overtime and payment for three legal holidays. After due consideration, our committee decided to investigate the claim of the dressmakers by a general mass meeting, which was addressed by Brothers Lefkovits and Halpern.

Then we had a meeting with the Executive Board of the local, who pleaded that something should be done for those members who belong to the union. Therefore your committee came to the conclusion that we should call out on strike all those firms who formerly had had agreements with the Union, and had employed union help. We appointed Brother Herman Grossman, District Manager of the Joint Board in Brooklyn, to go with Brother Eisner, the local organizer, to every firm and ask them to sign the agreement, and in case they should refuse, the workers should be called out on strike.

After the work of three weeks, the following was accomplished:

Twenty-six shops employing 105 people were settled to the entire satisfaction of the union. At the time we were making this report, one shop was still on strike, employing three people. In many shops no action could be taken, as they had no work and did not employ any outside help, but did all the work themselves. The dressmaking trade in Brooklyn is composed mostly of small storekeepers, who employ not more than from one to six employees.

We hereby wish to thank Brother H. Grossman for the good work he did in the interest of Local No. 65.

Fraternally yours,

JACOB HALPERN,
A. BAROFF,
SAM’L LEFKOVITS, Chairman.

RESOLUTION ADOPTED BY BROOKLYN LADIES’ TAILORS’ UNION, LOCAL No. 65

Whereas, the Ladies’ Tailors and Dressmakers’ Union, of Brooklyn, Local No. 65, have recently had many shop strikes to improve their conditions, and

Whereas, The General Executive Board of the I. L. G. W. U., at its last meeting in Philadelphia, appointed Bros. S. Lefkovits, Halpern and our present General Secretary-Treasurer Baroff to assist us in every way, and has also enlisted for us the helpful services of Bro. Herman Grossman, manager of the Brooklyn office of the Cloakmakers’ Union.

Resolved, That the Ladies’ Tailors and Dressmakers of Brooklyn, Local No. 65, at a well-attended meeting express their grateful feelings to the General Executive Board of the I. L. G. W. U. and to the above named committee, and hope that the G. E. B. will not deny to us their help in the future to organize the trade and raise the deplorable conditions of the Brooklyn Ladies’ Tailors.

S. LEVIN, Chairman,
PH. EISNER, Secretary.

REPORT OF VICE-PRESIDENT SAUL METZ ON THE JURISDICTION DISPUTE BETWEEN LOCALS No. 25 and No. 50

My dear Brother Baroff:

I spent a few hours with the thirty-four people employed by the Middy Blouse firm trying to reach a just and impartial opinion as to the claims of the two locals regarding the control of the shop.

The middy blouse trade is controlled by both locals alike, in Brooklyn as well as New York.

I found that twenty of the people in this shop belong to Local No. 25, nine to Local No. 50 and five have no affiliation at all. It would be, therefore, quite reasonable to assume that this shop, being composed of a majority of members of Local No. 25, would go to this local without any dispute. Yet there seems to have been quite an energetic minority, clamoring very loudly that the shop belongs to Local No. 50.

I have come to the conclusion that the obstinacy of some of the members in refusing to have the shop controlled by Local No. 25 is due to nothing else but the desire of the employer to have the shop belong to Local No. 50. I have found that he had coerced the girls by all means
to stick to Local No. 50; he had promised them raises and had threatened them with discharge. He had claimed openly that the business agent of Local No. 25 is too strict a man to be dealt with. Local No. 25 moreover, enforces payment of legal holidays, allows no work on Sundays, etc. He had made up his mind to try to evade the Waistmakers' Union. Local No. 25 was first to organize the shop. It was only after the shop had been organized that Brother Greenfield of Local No. 50 went up and claimed it.

As to the means adopted by some of the minority in the shop to have it under the control of Local No. 50, this example will clearly illustrate. A certain Weinberg, claiming to be a member of the Executive Board of Local No. 50, came to the shop during working hours, and with the consent of the employers and in the name of the Executive Board stopped the shop, and when some of the girls protested, he threatened them with the loss of the job and they had to quit.

I recommend, therefore, that this shop be placed under the control of Local No. 25 where it belongs by every reason and right of jurisdiction.

Fraternally yours,

S. METZ.

The report was concurred in and the meeting thereupon adjourned,

Respectfully submitted,

A. BAROFF,
General Secretary-Treasurer.

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**Settlement in the Philadelphia Waist Trade**

**Full Text of Agreement**

**PROTOCOL OF PEACE in the WAIST, SILK SUIT AND CHILDREN’S DRESS-MAKING TRADING IN, THE CITY OF PHILADELPHIA, entered into this 30th day of January, 1916, between the WAIST AND DRESS MANUFACTURERS’ ASSOCIATION OF PHILADELPHIA, hereinafter called the ASSOCIATION, and INTERNATIONAL LADIES’ GARMENT WORKERS’ UNION, hereinafter called the UNION.**

WHEREAS the Association is composed of a large number of manufacturers engaged in the Waist, Dress and Children’s Dressmaking trades in the City of Philadelphia, and the Union represents the workers engaged in said trade and the local unions composed of said workers, and

WHEREAS both parties hereto desire to ameliorate the strained conditions and to adjust the disagreements now existing between said manufacturers or employers and said workers or employees, and desire to regulate the relations between said employers and employees on a fair and equitable basis.

WHEREFORE, the Association, on behalf of the employers composing its membership and represented by it, and the Union, on behalf of the employees and local unions represented by it, hereby agree as follows:

(1) That the regular working week of employees in the shops of the members of the Association shall consist of fifty (50) hours which shall include not more than nine (9) hours on each week day, namely from eight (8:00) A.M. to twelve (12:00) Noon, and from one (1:00) P.M. to six (6:00) P.M. and five (6) hours on Saturday, namely from eight (8:00) A.M. to one (1:00) P.M.

(2) Any work performed in excess of the hours above specified shall be considered overtime, and week workers shall be paid for such overtime work at the rate of time and one-half. No overtime work, however, shall be permitted in any shop so long as additional workers can be secured for such work.

(3) Five (5) legal holidays shall be observed in the industry annually, upon which no work shall be performed, but week workers shall be paid full time for said days.

(4) The employers shall co-operate in every way with the Union in its efforts to enforce proper standards of safety and sanitary conditions in their factories and shops. No work shall be given to employees to be made at home.

To effect this aim, a board shall be created to be known as “Joint Board of Sanitary Control” composed of three (3) members of whom one shall be appointed...
by the Association, one by the Union and the third shall represent the general public and shall be agreed upon by the parties hereto. The work of this board shall be performed as economically as possible with reference to the actual needs of the situation, and any expense incurred by this board shall be borne equally between the Association and the Union.

5. The Union and the Association believing in the principle of collective bargaining and desiring to promote this principle to the highest extent possible, agree to assist each other, in good faith, in strengthening their respective organizations. The Union and the Association will use their good offices and endeavor to bring about the thorough organization of the workers and manufacturers in the industry. Employers shall not discriminate against employees by reason of membership or activity in the Union. In dull or slack seasons all the work in the shop shall be distributed as equally as possible among the workers employed in the shop.

6. No security shall be exacted from any individual worker by any employer. No worker shall be permitted to employ a helper or helpers, but each worker must work for himself as a direct employee of the employer. Workers shall not be charged for needles, pins, threads, straps or other appliances.

7. All grievances of employees arising in the factory or shop, shall be submitted to the employer by the employees of the shop or their representative. Said representative must be a bona fide employee of the shop for not less than two months. His or her duties as representative shall be to take up all claims or grievances that any of the workers may have against the employer and to see that the provisions herein contained are observed. In case of disagreement the complaint shall be referred for adjustment to one clerk representing the Association and one representing the Union without delay. The Association and the Union within one week after the signing of this agreement shall appoint a clerk and deputy clerks in equal number for said purpose. Should the clerks assigned to the dispute likewise disagree, the matter shall be referred to a Grievance Board consisting of three (3) representatives of the Association, three (3) representatives of the Union and one impartial person selected by these representatives, and the decision of this board shall be binding upon all parties until reversed by the higher court hereinafter provided for. A quorum of said Grievance Board shall consist of an equal number of representatives of each side.

8. There shall also be created a higher court to be called the Board of Arbitration which shall hear appeals from decisions of the Grievance Board. This Board shall consist of Mr. ______- representing the Association, Honorable James H. Maurer representing the Union and Mr. ______- representing the general public. This board shall also serve as an advisory body on any matter in dispute which may at any time arise. No strike or lockout shall be instituted in any shop concerning any controversy whatsoever unless the other side shall have refused to submit said controversy for adjustment as herein provided after having been granted an opportunity to do so.

The parties hereto agree to immediately submit to said Board of Arbitration for decision the following questions:

(a) The number of hours per week of overtime work that is to be permitted and the distribution of these overtime hours among the various days of the week.

(b) The specific holidays making up the five holidays mentioned in paragraph three of this agreement.

(c) The demand of the Union that both piece and week workers shall receive a general increase of wages amounting to fifteen per cent (15%) and the increase of wages of the week workers shall, however, not be less than One Dollar ($1.00) per week. All wages shall be paid in cash weekly and on a fixed day. The minimum wage of learners who are just entering the trade shall be Six Dollars ($6.00) per week to women and Eight Dollars ($8.00) per week to men. All prices to be paid to piece workers shall be agreed upon in advance by the employer and a Price Committee selected by his employees from the employees in the shop. In case of disagreement between the employer and the Price Committee, price experts (one selected by each side) shall be called in within Twenty-four (24) hours and the decision of such experts shall be binding upon both parties. Manufacturers shall be responsible for the observation of prices.
and all other standards by outside contractors and sub-manufacturers employed by them.

(d) The organization of a Wage Board to consist of an equal representation of each side and one impartial person who is to be the director of this Board, for the purpose of recommending a method of standardizing the prices to be paid for piece work and week work throughout the industry in Philadelphia. It shall preserve data and statistics with a view of establishing as far as possible a basis for the fixing of piece and week work rates that will insure a minimum wage to all workers.

(9) The decision of the Board of Arbitration upon the above questions shall become a part of this agreement and shall become as binding as if it had been herein originally set forth. Said decision shall be handed down on or before January 19th, 1916.

If any increase of wages shall be awarded in and by the decision of the Board of Arbitration, such increase of wages shall be considered to take effect as of the 20th day of January, 1916, and all said employees shall be paid at such increased rate from said date.

(10) This agreement shall go into effect upon the date hereof, and shall continue in perpetuity. Whenever conditions shall arise which shall require the modification of this agreement in any of its provisions, the parties hereto may mutually agree upon such modifications which shall thereupon become a part of this agreement.

IN WITNESS WHEREOF the parties hereto have caused these presents to be executed by their respective presidents the day and year first above mentioned.

WAIST AND DRESS MANUFACTURERS’ ASSOCIATION OF PHILADELPHIA.

By LEO BECKER, President.
(Attest: ) J. WERTHEIMER.

INTERNATIONAL LADIES’ GARMENT WORKERS’ UNION.

By BENJAMIN SCHLESINGER, Pres.
(Attest: ) MAX ANDUR.

DECISION OF BOARD OF ARBITRATION

On Clauses "A", "B", "C", and "D".
Referred to it.

That the number of hours per week of overtime that are to be permitted shall not exceed four, to be distributed over the first four days in said week, except when the manufacturer desires the employees to work overtime on Saturday.

That five holidays each year shall be granted, as follows:—Fourth of July, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day.

That a Price Committee be established in each shop, to consist of piece workers, to be voted for by the employees engaged as piece workers in said shop. The employees receiving the highest vote of those present at a meeting held in said shop, called for that purpose by the shop representative and the forelady in said shop, shall constitute said Price Committee, but neither said shop representative, nor said forelady shall be a member of said Committee. At said meeting, neither the employer nor anyone representing him shall be present.

If a vacancy in said Price Committee shall occur by reason of any member thereof ceasing to be employed in said shop, or otherwise, then said vacancy shall be filled in the same manner.

In case of disagreement between the employer and the Price Committee, price experts, (one selected by each side), shall be called in within twenty-four (24) hours, and the decision of such experts shall be binding upon both parties.

WAGE BOARD

That a Wage Board to consist of an equal representation of each side and one impartial person, who is to be the Director of the board, shall be established for the purpose of recommending a method of standardizing the prices to be paid for piece work and week work, throughout the industry in Philadelphia. It shall preserve data and statistics with a view of establishing as far as possible a basis for the fixing of piece and week work rates, that will insure a minimum wage to all workers.

Said Wage Board shall furnish to said Arbitration Board such data and information as it has in its possession, not later than January 31, 1916. Said Arbitration Board shall as soon thereafter as possible determine the question of an increase in wages raised by the present controversy.
In the event of said Arbitration Board deciding in favor of an increase in wages, said increase shall date from the time said employees return to work.

Prices fixed by employers on goods already under contract, are not to be changed by said Price Committee.

All wages shall be paid in cash weekly, on a fixed day.

Employees shall return to work January 20, 1916, and the representatives of the Union shall do everything in their power to facilitate said return.

This decision of said Board of Arbitration shall become a part of the agreement between the manufacturers and workers, and shall become as binding as if it had been originally incorporated therein.

The above provisions on this nineteenth day of January, 1916, approved.

THOMAS B. SMITH,
JOHN M. PATTERSON,
WILLIAM H. WILSON,
Board of Arbitration.

GEORGE W. HANEY,
Representing the Association.

Our Victory in Philadelphia
Waistmakers, Watch Over Your Organization!

By AB. BAROFF

In my report in the previous issue of this journal I referred to the great work of organization undertaken by our International in several industries; and the campaign of agitation and organization has reached the point where theories and intentions must be brought into living reality.

On launching a movement to organize the workers of any industry, we try to convince them that disunited they are powerless. We teach them that individually they cannot compel the employers to listen to their wishes; that when the workers compete with each other the manufacturers reap the advantage, and that the only way to have their wishes respected is to be united in a strong union.

The first industry to be tackled was the waist, silk suit and children dressmakers of Philadelphia.

In 1910 the workers of this industry conducted a general strike, but the settlement failed to improve conditions and moralization set in among the organized ranks. Six years have passed and all subsequent efforts to reorganize the workers failed of success. Nine months ago the International had decided once more to call on the Philadelphia waistmakers to return to their union, and sent Brother Silver of New York to arouse them from their stupor. He succeeded in convincing them that their holding aloof from their union meant poor, miserable conditions in the shops; it meant giving the employers power to rule over them unchecked. His agitation went home and a gradual return to the union of individual workers and whole shops followed.

On January 3rd our International issued a notice to the Philadelphia manufacturers, enclosing the demands of the workers. January 10th was set as a time limit for a reply as to their willingness to confer with representatives of the union with a view to a settlement, and a conference was arranged.

President Schlesinger made his headquarters in Philadelphia, and devoted a great deal of time and labor to bring the campaign to a successful termination.

Monday morning, January 17, a general strike was proclaimed, by means of a red circular to all the workers in the waist, silk-suit and children dress industry of Philadelphia. A committee of 500 strong spread over the entire factory district, and with the red circular in their hands, faces flushed from the frigid cold and eyes beaming with hope and enthusiasm, they announced to their sisters and brothers in the shops that the hour struck for more freedom and a larger life.

The union had prepared a number of halls, and streams of workers, many of them with their lunch packages in their hands, poured into the halls assigned to them.

Philadelphia was aroused and looked on in amazement. Scenes like these have—
never before been witnessed. People watched the streaming masses and wondered what power could have moved the workers to leave their shops in an intensely cold morning and march to the halls.

The secret of that power is well known to us—it was unity and solidarity of labor, determination, and enthusiasm that gladdened all hearts.

At first the manufacturers hesitated. They still believed that their wage slaves would not dare to leave the shops. They hoped that long years of disorganization had rendered the workers permanently amenable to their influence. They did not expect that the apparent slaves had risen to the consciousness of men and women, and realizing the workers' determination they saw that their arbitrary domination over them had come to an end. There was no other course to pursue but to bow to the will of the workers who are the source of their profits.

During the three days the conferences between the association and the union were going on, it became clear to the manufacturers that the demand of the workers to have a voice in the disposal of their labor power must be recognized, and finally, albeit with reluctance, they conceded most of the workers' demands.

The waist, silk-suit and children dress-makers of Philadelphia have scored a victory. They are no longer shifting everyone for himself or herself. They are now an organized power, united in a union of six thousand strong—a force that the employers must henceforth reckon with.

These workers will now know how to appreciate and maintain their gains. They will strive to make their union even stronger and more powerful. I feel sure they realize that in order to retain the fruits of the victory, they must be alert and watchful, making their union a tower of strength.

I feel sure they have learned a lesson and will foster loyalty and steadfastness to the union.

The manufacturers have conceded their demands, not because they have been imbued with sentiments of justice and wished them to work under better conditions, but because a prolonged strike would have proven very costly to them. They did not wish their trade to be ruined. It will be less costly to bow to the strong will of the organized workers.

A number of manufacturers here and there will not easily submit to the new arrangement. They have been accustomed to absolute rule in the shops; their word was law, and no one dared to defy it. Suddenly—what a change! The workers will have their shop representatives who will take up their grievances. They will have their price committees who will voice their wishes as to prices for their labor. All this is new to the employers, and some of them will not willingly submit to it. They will scheme and resort to all manner of means to weaken and shake off this new power of labor unity. The workers must bear this in mind, one and all.

Remember, the unfair employer will watch for his opportunity: he will look out, perhaps in moments of forgetfulness you will neglect your union. He will look for a weak spot, a breach in the wall of your solidarity. If only one worker deserts his union flag, he will at once turn it to his advantage. He will seek to spread distrust in the ranks; he will try to poison your minds and infect your hearts with the germ of prejudice and hatred to one another in order to break your ranks.

Philadelphia Waistmakers—you have won a great victory. You have won a union. Therefore be on guard! Watch over your organization!

For in Unity There Is Your Strength!
For Peace in the Waist and Dress Industry
What the Proposed Amendments to the Protocol Amount To
and Why They Are Necessary

By A. ROSEBURY

While we are writing these lines the representatives of the Waist and Dressmakers' Union, Local No. 25, and of the Dress and Waist Manufacturers' Association, are discussing amendments to the protocol of 1913. For three years peace has reigned in the industry. That peace was somewhat one-sided. Strikes and stoppages of work were forbidden by the protocol, which provided a machinery for settling disputes. Lockouts by employers were also forbidden, but many loopholes had been left by which unscrupulous employers retained their freedom to harass the union workers—to withhold work from them and have it made cheaper by non-union hands, to reduce the stipulated minimum scales under one pretext or another and to circumvent the provisions of the protocol directly and indirectly. So that while peace was strictly enjoined on the workers, the conditions necessary to its maintenance were continually disturbed and upset. If stoppages of work occurred in spite of the prohibition, they were brought about entirely by persistent attempts to cheapen the cost of labor, at the cost and suffering of the workers, rules and provisions notwithstanding.

Thus, for three years there has prevailed a palpable contradiction between theory and practice. "Perpetual peace" was offset by continual friction. Very often the war took the form of heated argument and temporarily re-established harmonious relations. But friction could have been mostly avoided or more easily adjusted if the provisions of the protocol were more comprehensive, more definite, providing adequate safeguards. It stands to reason that if perpetual peace is to prevail, the causes leading to friction and war must be removed and conditions maintained insuring the desired peace.

That is why the proposed amendments to the protocol are necessary. When adopted, they will eliminate existing contradictions and tend to establish better organization and more effective control of the industry. By eliminating constant friction, suffering and anxiety, they will increase the efficiency and productive power of the workers, thus benefitting the employers. For, it is well to bear in mind that the time when profits of trade were stimulated by driving, overworking and underpaying the workers has passed.

Now let us see what the proposed modifications amount to in terms of wages, hours and general improvement of conditions. One impression gathered on a hasty perusal of them is that they are very moderate—the minimum that will prove acceptable to the workers as a measure of bare justice.

WAGES

In the protocol of 1913 a tentative schedule of wages for week workers was embodied, known as Schedule "A". Both parties recognized that schedule as only a temporary measure. The representatives of the union felt its inadequacy, but agreed on it in the hope of additional improvements according to the workers as a result of a final decision of the Grievance Board or Board of Arbitration. But owing to many difficulties, consequent upon the efforts to bring order out of chaos in the industry, the question of revising the scale of wages of week workers was allowed to lie dormant and no final decision has been rendered by any of the boards. In theory Schedule "A" has remained in operation, but in practice, owing to employers' non-compliance with the provision guaranteeing preference to union workers, the schedule, incomplete as it was, was violated in respect of many of the occupations enumerated therein. Where the union had no control over the workers, or where that control was not thorough, employers have freely played fast and loose with these minimums and some employees, out of personal motives, have connived at reductions.

The modifications desired by the union amount to an advance of from 10 per cent
In some cases to 25 per cent in others.

For example:

<table>
<thead>
<tr>
<th>1913</th>
<th>1916</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-fledged cutters</td>
<td>$25.00</td>
</tr>
<tr>
<td>Drapers</td>
<td>14.00</td>
</tr>
<tr>
<td>Sample Hands</td>
<td>14.00</td>
</tr>
<tr>
<td>Examiners</td>
<td>10.00</td>
</tr>
<tr>
<td>Finishers</td>
<td>8.00</td>
</tr>
<tr>
<td>Hemstitchers (not mentioned in 1913 schedule)</td>
<td>15.00</td>
</tr>
<tr>
<td>Cleaners</td>
<td>8.60</td>
</tr>
</tbody>
</table>

Pressers are changed from week work to piece work.

**PIECE WORKERS**

The desired increase for piece workers is put at 25 per cent above the prices in force on January 1, 1916, and the basis for the average experienced worker is laid down at not less than 33 cents an hour.

In view of the experience gained in the past three years, the provisions relating to the adjustment of piece prices are amplified and more clearly defined. In the main, the principle is the same. That there shall be no juggling with price committees or threats of intimidation used against the workers, the precaution is taken in providing that the price committee shall be elected at a meeting called by the union and in the presence of a union representative, while prices shall be settled by the employer and price committee in the presence of the shop chairman.

One of the methods used in case of disagreement was the determination of the price by making a test. Like all new systems this did not work smoothly, entailing many difficulties and disputes. In the end the workers almost always came out worst. Guided by past experience, Bro. Polakoff, the manager of the Association Department, who worked a considerable time on the new proposals, has succeeded in embodying in this clause all the necessary safeguards, insuring justice to the workers, and preventing needless delay, waste of time to the employer and friction between the parties. The provision as to the test differs from its predecessor in that it lays down definite rules for cases of disagreement which formerly were unprovided for. Thus, Clause 6 of Article I relating to wages says:

Should any dispute arise as to the established hourly rate of the test hand, the same shall be determined as follows: Two garments of different styles upon which prices have been previously settled shall be given to the test hand who is to do the work without interruption or interference, and the time consumed in the work of such garment shall be recorded by both parties. The garment so tested shall be made under the same conditions as stock work. No garments on which the average earnings of the workers have been less than the minimum above provided shall be selected for such test. In case the parties fail to agree upon the selection of the test garment, such selection shall be made by the Chief Clerks. The amount earned by the test hand in making such settled garments, divided by the number of hours it takes to earn the same, shall determine the established hourly rates.

A revision of prices is proposed in case of complaint by the workers that they are not earning the minimum standard provided for. A clause is also inserted providing against deduction for damage to material, except where caused through wilful negligence, and it must not exceed the actual cost of the material.

**MODERATE REDUCTION IN HOURS OF LABOR**

Three years ago the reduction of hours to fifty a week was an achievement, for prior to that period the union was not strong enough to enforce limitation or regulation, and in some shops the hours of labor had been unlimited. The aim of the union, even then was a forty-eight hour working week, and the two hours were a concession to the employers. The peace protocol was regarded as more or less of an experiment, and the representatives of the union wished to meet the representatives of the employers fairly and squarely. But in view of the fact that forty-eight hours obtain in many trades employing mostly men, and a few trades work their employees only forty-four hours (in one case, the Hebrew compositors, only thirty-six hours) it is manifestly unjust to retain the fifty-hour week in a trade employing eighty-four per cent women workers. So the proposed revised protocol provides for forty-eight hours a week.

Let it not be forgotten that the tendency of modern industrial methods is to increase the output of each individual worker. Thus a greater expenditure of energy is entailed, and a shortening of twenty minutes a day is by no means sufficient for the requisite respite and recuperation. The demand for 47 hours and 55 minutes is moderate enough.

The addition of one legal holiday—In-
dependence Day—is another moderate improvement. Apart from human considerations it should be conceded on the ground of true patriotism. Indeed, it is surprising that this great national holiday was left out by the Board of Arbitration in the original plan.

An improvement in the provision relating to overtime is contained in the following sentence: "No overtime work shall be exacted or permitted in any shop so long as there are vacant accommodations in such shop for additional workers who can be readily secured." An extra compensation for overtime is asked for piece workers, which is nothing but just and fair.

SANITARY IMPROVEMENTS

Some of the requirements of the Joint Board of Sanitary Control are embodied in the new provisions. These relate to approval by the board of new shop premises leased by employers as being protected from fire hazards. They provide for a monthly fire drill, conducted under the board's supervision, at the expense of the employer. A new health-protective measure is that which prohibits the hiring of new employees unless they are certified by the board's physicians as being free from contagious disease.

REGISTRATION OF SUBSIDIARY SHOPS

A manufacturer is entitled to operate as many shops as the exigencies of his business require. In a certain sense it is proof of a highly prosperous condition if he blossoms out in various directions. It demonstrates the contention of the union that the industry yields an abundance of profit, hence the workers are entitled to their due share thereof. When a manufacturer can afford to operate one main plant in the city and several subsidiary plants beyond city boundaries, or when his business develops to such a large extent that he must employ contractors to assist him in executing his numerous orders, the workers and their organization cannot but be pleased at this manifest growth of the industry from which they, too, expect to derive some benefit. But when the manufacturer juggles with this development of his capital in order to hoodwink the union and the organised workers; when he hides the identity of some of these plants in order to obtain cheap labor; when he uses these subsidiary shops to put one group of workers against another group, and thus evade the union conditions he contracted for; when, moreover, this manufacturer is a member of the employers' association only so far as his city plant is concerned, while the subsidiary plants are non-union—it is time to call a halt to this pernicious practice that is fraught with danger to the workers' organization.

Accordingly the proposed modifications to the protocol lay down a few simple rules to check the evil which has been causing suffering and bad blood among the workers. These rules come under heading IV, "Contracting, Sub-Contracting and Home Work," and read as follows:

1. Each member of the Association shall register with the Union the names of proprietors and addresses of all shops or factories in which such member shall be directly or indirectly interested, or in which he shall have any work done, or from which he shall buy any ready-made garments, whether such shop or factory be located in the City of New York or outside of the said city.

2. No garments shall be made in outside shops or purchased from outside shops so long as the workers in the inside factory shall not be all employed at full time.

3. All prices for garments directly or indirectly made by a member of the Association shall be settled in his own shop, and the prices so settled shall be paid in the outside shops as well as in the inside shops.

4. No member of the Association shall do work in shops or factories in which the standards of wages and sanitary conditions are inferior to those provided for in this protocol, nor shall he purchase goods from such shops or factories.

5. No member of the Association shall work for any other concern while the workers of such concern are on strike. No sub-contracting shall be permitted in the shops of members of the Association, but all employees in every department shall be employed and paid directly by the concern.

6. No work shall be given to workers to be performed at their homes.

PREFERENCE AMPLIFIED AND DEFINED

The preferential clause of the cloak and suit protocol of 1910 is retained, but it is amplified and made clearer than before. This has proved a bone of contention during the entire period. As soon as the first season of 1913 began to decline, employers set up the claim that they were not bound by the preference provision in the retention of union workers after the season, and many of them laid off the members of the union and retained the non-union
hands. The bitterness this has caused among the workers can be imagined better than described. Twice the Board of Arbitration has decided in favor of the union in this matter, and it took fully two years to get the association to acquiesce in the framing of rules making this provision effective. The added definition in this case, as in many other cases, embodies in the agreement what has been in practice for nearly a year. Part of the clause runs that “union members shall be preferred in the hiring, employing and retaining, and in the distribution of work.” Then union members are defined to mean “members in good standing, i.e., not more than three months in arrears, of Locals Nos. 10, (cutters) 25 (waistmakers) and 58 (buttonhole makers) of the International Ladies’ Garment Workers’ Union.”

A number of concessions are made to the Dress and Waist Manufacturers’ Association, tending to strengthen its organization and place the mutual relations of both parties on a harmonious basis. The union, however, desires, that names of candidates for admission to membership in the association shall be first submitted to the union, so that the latter might furnish the association with their records in respect of the general conditions in their factories, and before they are elected to membership, a thorough investigation must show that they are worthy of the privilege.

It is further desired that when “a member of the association is suspended or expelled, his rights under the protocol shall cease.”

Other vital points have reference to discrimination, wrongful discharge and equal division of work, and it is provided that

The workers who are laid off during the slack season shall be first to be taken back when work is resumed, with due regard to the principle of equal division of work and preference for members of the union.

The necessity of instituting the White Protocol Label is reaffirmed.

An important addition is made in regard to apprentices. In the protocol of 1913 the provision included the cutters only. The clauses relating to the cutters are retained, and the creation of a Registration Bureau is proposed, that shall be adminis-

tered by a Wage Board similar in constitution and functions to the Wage Scale Board of the old protocol. The duties of the Wage Board, however, are more clearly defined. The idea is taken from the recommendations contained in the report of Dr. N. I. Stone who was the chief statistician of the board and is thus formulated.

Every employer shall report the name, occupation, length of employment, wages and other particulars called for, on a card to be furnished by the Wage Board, as to every apprentice employed by the firm.

Every firm shall report within twenty-four (24) hours to the Wage Board, on cards furnished for that purpose, every case of an apprentice who enters or leaves its employment.

The rates for apprentices herein agreed upon shall not go into effect until a complete register of apprentices throughout the industry has been established by the Wage Board.

The failure of a firm to register an employee as an apprentice with the Wage Board shall entitle such employee to the wages of a full-fledged mechanic, and the payment of less than the minimum wage to unregistered employees shall be regarded as a violation of Schedule A of the protocol.

So far we have reviewed Section “A” of the proposed new instrument which concludes with a paragraph entitled “Perpetual Peace.” This is an apt conclusion to a series of indispensable protective measures. They who habitually read between the lines may see a very close connection between the adoption and enforcement of the measures proposed and perpetual peace. Without guaranteeing to the workers the desired protection and improvements there can be no peace. But it is extremely unlikely that the Industry will balk at these proposals, some of which have already been acceded to in theory if not in practice.

Section “B” called “Methods and Organs for the Enforcement of the Agreement” clearly defines the machinery and procedure. It lays down the functions of the chief clerks and their assistants and the manner of adjusting complaints, the functions and procedure of the Committee on Immediate Action, the Wage Committee, the Conference Board, the Board of Arbitration, the Wage Board, and provides for certain fines and penalties. We hope to deal with this section in a future article.
MONTHLY EVENTS

DECISIONS OF COUNCIL OF CONCILIATION IN CLOAK AND SUIT INDUSTRY OF NEW YORK

At the request of the Union, the Council of Conciliation met on Tuesday, January 11, to straighten out certain difficulties between the Union and Employers’ Association that could not be adjusted at the conferences.

The members of the council present were: Dr. Felix Adler, chairman; City Chamberlain Henry Bruee, Prof. George Kirchway and Mr. Samuel Bernheimer. The association was represented by a committee of nine, while the union representatives were President Schlesinger and Secretary Baroff of the International; George Wishnak, E. Rosenberg, J. Halpern, S. Lefkovits and John A. Dyche.

Attorney Morris Hillquit requested that the following points be considered by the council: (1) Creation of the Joint Board of Supervision and Enforcement of Standards; (2) registration of outside shops; (3) giving proper effect to the preference provision of the agreement; (4) the question of reorganization; (5) the matter of full back payment where the stipulated standards were not observed; (6) that reenter manufacturers belonging to the association shall observe the same standards as other manufacturers.

Attorney Hillquit called attention to the provisions of the agreement, setting the standard of piece prices at a minimum of 70 cents an hour for operators and 50 cents for finishers, and calling for the creation of a Joint Board of Supervision and Enforcement of Standards throughout the industry. This has not been carried out, and the workers have not been paid standard rates.

The representatives of the association contended that the council did not originally intend to include the piece workers in the plan of supervision, but to enforce the scale of the week workers, observance of hours and legal holidays. They interpreted the provision relating to the standard price for piece workers as having been intended as an experiment, and, since the employers had refused to observe the provision, therefore the “experiment” was a failure and should be deleted from the agreement.

This specious argument was refuted by Attorney Morris Hillquit and President
Schlesinger, who pointed out that the standards for week workers, hours and legal holidays were sufficiently simple to be efficiently controlled by the union and needed no board of supervision. Seventy-five per cent of the workers in the trade are piece workers, they said, and if the agreement were to leave them out of account and fail to ensure for them fair earnings, it would have little value. President Schlesinger averred that the union has no intention of playing at a game of agreements. If the operators, piece tailors and finishers will not get what is coming to them under the agreement, the union will find it impossible to be a party to it.

As to the contention of the manufacturers that the stipulated standard for piece prices had been a failure, Manager Wishnak of the Cloakmakers' Union told the council that the members of the association had by every means at their disposal prevented the adjustment of prices according to the specified standard. They defied the provision of the agreement by sending the workers, who insisted on the new standard, to Dr. Adler or City Hall to get it. Thus price committees were compelled to ignore the standard of 70 and 50 cents when settling prices. The shops could be classified without difficulty, and prices settled as provided for in the agreement, if the manufacturers were not bent on obstructing the reform.

Finally the council decided that the specified standards of 70 cents an hour for operators and 50 cents an hour for finishers must be adhered to, as the workers are unquestionably entitled thereto, and the Board of Supervision be immediately created. Each party should suggest names of suitable persons from whom to select the chief supervisor of the board. Failing agreement by the parties, the council will appoint a man of its choice.

The council also undertook to recommend an expert who shall investigate methods in vogue in other trades, at home and abroad, and formulate a practical plan for arriving at a method of computing labor values in the industry.

At this meeting the council disposed of this question only. At the sessions held on Thursday, January 13, the council referred the question of registration of outside shops to the newly-appointed Board of Supervision.

RESOLUTION BY THE SKIRTMAKERS' UNION LOCAL No. 23

Whereas, Since the adoption of the new Agreement or Award of the Council of Conciliation, the Cloak, Suit and Skirt Manufacturers' Protective Association has refused to assume responsibility for their outside shops, contending that the terms of the agreement apply to work done on their premises only, and,

Whereas, This interpretation of the Agreement has resulted in wholesale discrimination against the members of our organization who are endeavoring to maintain union standards, by giving a free hand to members of the association to give out their work to non-union shops where the prices of labor are the lowest, the hours longest, the conditions the worst, so that today we find the sweating system in the skirt trade reestablished in the worst form, and the conditions as bad as they were prior to the general strike of 1910, and

Whereas, Any agreement or understanding between a labor organization and an individual or a body of employers in the cloak and skirt trade, which makes no provision that the terms of employment shall apply to the work performed outside as well as inside the premises of such an employer or employers, is manifestly unfair and unjust, for it opens up the avenue of competition between the inside and outside work, between the union and non-union contractor, so that the standard of the inside as well as the outside worker is lowered, therefore be it

Resolved, That in the interest of the Skirt Makers' Union, the majority of whose members are working in the outside shops of the members of the Manufacturers' Protective Association, the terms of the new agreement be so amended that they shall apply to the outside as well as the inside shops, and to make obligatory on the part of the members of the said Association to send their work only to such shops where the Board of Control, created by the Council of Conciliation, will certify that union labor is employed and union conditions are observed.

This new provision or amendment shall apply to outside or contractor shops who receive cut bundles as well as those contractors who do their own cutting, and be it further
Resolved, That a copy of this resolution be forwarded to the Joint Board with the request that the said board shall immediately take such action which will result in carrying into effect the object and purpose of this resolution.

MR. BRANDEIS'S NOMINATION FOR JUSTICE OF UNITED STATES SUPREME COURT

The following congratulatory telegrams were sent by the representatives of the International Ladies’ Garment Workers' Union and the Dress and Waist Manufacturers’ Association in conference assembled to President Wilson.

“Resolved, That a copy of this resolution be forwarded to the Joint Board with the request that the said board shall immediately take such action which will result in carrying into effect the object and purpose of this resolution.

MRS. BELLE L. MUSKOWITZ,
Chief Clerk.”

A telegram was also sent to Mr. Brandeis congratulating him on his nomination, which said:

“Louis D. Brandeis, Esq., 161 Devonshire Street, Boston, Mass.;”

“Mr. President Wilson,

With the conviction that the nation is daily gaining in appreciation of the value of a Supreme Court, and the necessity there is of a justice upon whose judgment confidence may be reposed, we desire to express our appreciation of your selection of Mr. Louis D. Brandeis for the Supreme Court Bench. Under your present leader the Supreme Court has re-established the confidence of the nation in the stability, integrity, and wisdom of the bench. Mr. Brandeis is eminently fitted to fill the vacancy.

Benjamin Schlesinger,
President International Ladies’ Garment Workers’ Union.

Morris Hillquit, Counsel.

S. Polakoff,
Chief Clerk for Waist and Dressmakers’ Union.

Samuel Floersheimer,
President Dress and Waist Manufacturers’ Association.

Julius Henry Cohen, Counsel.

Mrs. Belle L. Muskowitz,
Chief Clerk.”

At a conference between the Dress and Waist Manufacturers’ Association and the International Ladies’ Garment Workers’ Union, held yesterday, we were directed to send you a telegram congratulating you upon your selection by the President to fill the vacancy upon the Supreme Court Bench. We shall be sorry to lose our Chief Justice, but are gratified to release him for the highest court in the nation and for the greater work of the nation to be done in that court. We have telegraphed the President our opinion of his choice, based upon our experience.”

UNION FINANCE AND ACCOUNTING
By BEN M. RABINOVITCH

In our various audits—in our locals, both in and out of New York, we have observed a woeful lack of uniformity in the handling of details connected with the financial and accounting end of the business. Secretaries and bookkeepers have their own “patents,” not always up-to-date, and will keep on working along these lines for years. In total ignorance of the fact that someone is doing the very same thing in a much better way. Even such a relatively simple record as the day book is not handled properly in all our locals. And as for the membership ledgers, I have seen very few which are up to the mark.

In view of all this, we have established a permanent Conference composed of our New York bookkeepers. These meet about once a month and consider ways of handling a certain record. Each one gives his method, and after hearing and discussing all the different ideas, the body selects the best and approves it for use as a standard in all their offices.

As these standards will be adopted, we shall write them up in the “Ladies’ Garment Worker” and they can be used as a guide by all the locals in our International.

It should be remembered that in New York we have the widest range in the size of locals. The locals having the largest membership are here, we have many of medium sized membership, and we also have here a few very small locals ranging down to one with a membership of less than a hundred. Whatever these bookkeepers and secretaries decide on as a standard, will therefore be applicable for a local of any size.
HAVE YOU HELPED THE DANBURY HATTERS?
If Not, Do So Now—Better Late Than Never.

January 27, 1916, was the day on which organized workers gave an hour's wages to save the Danbury Hatters from ruin—loss of their homes and scant savings which had been attached by court order to pay Loewe & Co. the sum, which with costs now amounts to about $300,000. Those who perchance forgot or were unable to give the stated amount may do so even now.

This course was decided on at the recent convention of the A. F. of L. at San Francisco. January 27 was set apart for that purpose in honor of President Gompers, because it happens to be his birthday.

The story of the case against the Danbury Hatters needs no repetition here. It arose out of a strike and a boycott against Loewe & Co. of Danbury, Conn. The union was sued for damages which were originally assessed at $72,000. The case was appealed until it finally reached the Supreme Court, and the award of the highest court in the land automatically trebled the damages. The A. F. of L. met the expenses of the case which amounted to $98,756.02.

The Danbury Hatters had done their duty to the trade union movement, and the organized workers of the country did their duty to the hatters on January 27. Those who for some reason have not done so yet, must contribute an hour's wages without delay. Help to save the Danbury Hatters!

Secretary Frank Morrison, of the Am. Fed. of Lab., receives all such moneys and forwards same immediately to the United Hatters of North America.

DO YOU WEAR A PIN OR A BUTTON BEARING THE EMBLEM OF YOUR INTERNATIONAL UNION?
IF NOT—WHY NOT?
Get one from your Local Secretary and show your employer and your shopmates that you are a loyal member of your organization.
## Directory of Local Unions (Continued)

<table>
<thead>
<tr>
<th>LOCAL UNION</th>
<th>OFFICE ADDRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>54. Chicago Raincoat Makers</td>
<td>1145 Blue Island Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>58. New York Waist Buttonhole Makers</td>
<td>106 Forsyth St., New York City</td>
</tr>
<tr>
<td>59. Chicago Waist Makers</td>
<td>1815 W. Division St., Chicago, Ill.</td>
</tr>
<tr>
<td>60. Chicago White Goods and Kimono Workers</td>
<td>1815 W. Division St., Chicago, Ill.</td>
</tr>
<tr>
<td>61. Montreal, Canada, Cloak and Skirt Pressers</td>
<td>37 Prince Arthur E., Montreal, Canada</td>
</tr>
<tr>
<td>62. New York White Goods Workers</td>
<td>55 E. Second St., New York City</td>
</tr>
<tr>
<td>63. Cincinnati Cloakmakers</td>
<td>122 W. 5th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>64. New York Buttonhole Makers</td>
<td>57 W. 31st St., New York City</td>
</tr>
<tr>
<td>65. Brooklyn Ladies' Tailors</td>
<td>45 Graham Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>66. New York Boudoir Embroiderers</td>
<td>25 3rd Ave., New York City</td>
</tr>
<tr>
<td>67. Toledo Cloakmakers</td>
<td>222 Beacon St., Toledo, Ohio</td>
</tr>
<tr>
<td>70. Toronto Skirt and Dressmakers</td>
<td>423 Sackville St., Toronto, Canada</td>
</tr>
<tr>
<td>71. Chicago Ladies' Tailors</td>
<td>1447 S. State St., Chicago, Ill.</td>
</tr>
<tr>
<td>73. Boston Amalgamated Cutters</td>
<td>8 Lovering St., Boston, Mass.</td>
</tr>
<tr>
<td>76. Toledo Cloak and Suit Cutters</td>
<td>615 Main St., Toledo, Ohio</td>
</tr>
<tr>
<td>78. St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>80. Bridgeport Ladies' Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>81. Chicago Cloak and Suit Cutters</td>
<td>1531 W. 14th St., Chicago, Ill.</td>
</tr>
<tr>
<td>83. Toronto, Canada, Cutters</td>
<td>101 Dundas St., Toronto, Canada</td>
</tr>
<tr>
<td>85. Cincinnati Skirtmakers</td>
<td>2897 W. 6th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>90. Buffalo Garment Workers</td>
<td>73 William St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>92. Toronto, Canada, Cloak Pressers</td>
<td>211 Nassau St., Toronto, Canada</td>
</tr>
<tr>
<td>98. Cincinnati Skirt Pressers</td>
<td>417 David St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>102. Montreal, Canada, Raincoat Makers</td>
<td>20 St. Cecile St., Montreal, Canada</td>
</tr>
<tr>
<td>105. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>106. Stockton, Cal., Ladies' Tailors</td>
<td>507 E. Miner Ave., Stockton, Cal.</td>
</tr>
<tr>
<td>108. Ladies' Nightwear Cutters</td>
<td>890 Park Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>110. Omaha, Neb., Ladies' Tailors</td>
<td>3609 N. 15th St., Omaha, Neb.</td>
</tr>
<tr>
<td>111. Cleveland Raincoat Makers</td>
<td>3611 Burwell Ave., Cleveland, Ohio</td>
</tr>
<tr>
<td>112. Montreal, Canada, Ladies' Waist Makers</td>
<td>147 Colonial Ave., Montreal, Canada</td>
</tr>
<tr>
<td>113. Newark Waist and White Goods Workers</td>
<td>118 Market St, Newark, N. J.</td>
</tr>
<tr>
<td>114. Raincoat Makers of St. Louis</td>
<td>Fraternal Bldg., St. Louis, Mo.</td>
</tr>
</tbody>
</table>

**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. BAIN, Sec'y-Treas.**
י קרבים יהודה וריכך. ל棋牌 הוצרornadoו וה Tcl profesional.

ףוגה של שיר הביא עזרה,ี่ยว"דום" ו,"השכון".

עו דו הקדום עיבוד, חתול, והנונเจอร์ו הקטנים.

לデザイン גרף, ום פרימיום,
אין נתונים מתאימים להעתקה הטקסטית מח檢.
עד ליאדיה_CAM310006_אוור скачать
ער מיסינס פון דיטשנראך תוקטסומן בקארד
(1916, י"ט דברי האוהל של הינדמן ואכה serpent)

ועמש אל קינן העריך כדי וככלบอล. יד ל. יד, או אל קינן, שונים
ופיטרפג וأمن פערנו בירופה, יד
ובד ביעץ יד ובעברת אל פניהם. אלו
אוכפים ודעבורה דגש וירעה פר.
כמכות איטסנברג ו纡יכים איטסנברג
ארבורסן איטסנברג.

ומגומ קינן והתירגוס איטסנברג או קארד

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אין מידע על דף זה במסמך ה elektronik.
ведения תק僅ותetri איני ערוץ

was פאתכלים די והם זוז די רבדמייטא, יומן? ]

איבד סע הלע הורשה הורlesaiי אי עיר אימוסר. דנו מלחין די פשמדהיותה

tאצלעיב זים ציון תכשיטים זוז דירביא鲚 הלאדיבסלמע מון זי רבדמייטא— זוז

cינו האז תכשיטים פופקסיין זוז זמאקראק่าง ווז זוז הלאדיבסלב, צוין.

בנער תק僅ותetri איני ערוץ אשתיבה

only סר שיווהי דווע שרות, פוסק סער

אאכמטינויהי זיוונשל סטרפיטר, דיו זורז

ויזזס זוז רבדמייטא, יומן, יומן 25 זים

טרברטר זש דע רא דע זוז זוז אימוסר. דאו פאר

מכסיל הימי טבלנטן מירי זן זוז

טוגריטה הימא אאכמטינויהי זיוונשל זוז זוז

אינkeypress מגוון תכשיטים זוז זוז

וזז only שיריה, שיריה, שיריה.
ארונדקיו, בן רודע וברקע, ערב הירח: "לעד ול рынке נייו יורק, שהמוסדות הפיננסיים הגדולים של סגד בבנקים爱护了国际间的金融联系。"}

(בראש הג'ומל, רוח בני ישראל, לו: ומטושטש ומדים קצב, שהמוסדות הפיננסיים הגדולים של סגד בבנקים爱护了international מעטיים יאני בנקים爱护了 internacional מעטיים יאני בנקים爱护了 internacional מעטיים יאני בנקים爱护了 internacional מעטיים יאני בנקים爱护了 internacional מעטיים יאני בנקים爱护了 internacional מעטיים יאני בנקים爱护了 между-לאומיים)


(בראש הג'ומל, רוח בני ישראל, לו: ומטושטש ומדים קצב, שהמוסדות הפיננסיים הגדולים של סגד בבנקים爱护了international מעטיים יאני בנקים爱护了 internacional מעטיים יאני בנקים爱护了 между-לאומיים מעטיים יאני בנקים爱护 בין-לאומיים מעטיים יאני בנקים爱护 בין-לאומיים מעטיים יאני בנקים爱护 בין-לאומיים מעטיים יאני בנקים爱护 בין-לאומיים מעטיים יאני בנקים爱护 בין-לאומיים מעטיים יאני בנקים爱护 בין-לאומיים מעטיים יאני בנקים爱护 בין-לאומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנקים爱护 בין-תחומיים מעטיים יאני בנק

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מלים שונים ורגילים הלועש inex'tcr סירובו. ומ Tillerson, שискור במוץ, סברודיו אנרגיה ודומין. מתוך הארצות, מתוך הים, מתוך היבשה. בשטח וברקע, בתוככי חיוניות, במעגל רוחות, במעגל דינמו. נשימה בפרטים, נשימה בתוככי ביצורים, נשימה במעגל רוחות, בנושאים כלל. שמעו את צלילים, שמעו את צלילים, שמעו את צלילים, שמעו את צלילים. מוסע, מענה מימינו, מענה מימינו, מענה מימינו, מענה מימינו.
1916

לאה וולא דא jose סטוסהようです תכש ועכ
מיクラן, אל דמא שטאולמיולא וולבג ועכ
תראות וולאן, מיא וואכנ, אוא וקילוקדר
משע שיפלו, וודד נבוסס וא דילופרו
מקעמ. 12 רונד אארוימס וורטשומ. צ'אר
8 ו 9 יא וה גאוד ולבג והא擴
רסד סיבוס, והא תっぱ ועה, וסה.
דוא אאם ממסועמ ראייה, ועכ.
משע שיפלו, וודד נבוסס וא דילופרו
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דוא אאם ממסועמ ראייה, ועכ.
מאמר יניבא — אנאプリンלע חקפנשטמא

瞭解後の結果を採用するか、それともそのまま無視するかを決めるには、どのような影響がウィルスに与えられるべきかを理解することが重要です。ウィルスがどのように成長するかを理解することは、それらがどのような影響を与えるかを予測するための基盤です。ウィルスの影響をどのように制御するか、またどの程度の影響を許容できるかを決定するためには、これらのことが鍵となります。
לא ניתן לקרוא את התוכן המוצג។
资源共享 | 你好

资源共享问题的解决方式包括采用统一的目录结构、文件名和文件类别，以及在不同计算机之间进行文件共享。通过这种方式，用户可以在自己的计算机上浏览和使用其他计算机上的文件。这种方式不仅可以增强网络系统的安全性，还可以提高资源利用效率，为用户提供更加便捷的服务。
אין טקסט נאמר בדף זה.
1916

"בי לבי ג'ו"ג"אל ב' 1916

ג'נבה

"בי לבי ג'ו"ג"אל ב' 1916

גליל יבוק

"בי לבי ג'ו"ג"אל ב' 1916

גליל יבוק

"בי לבי ג'ו"ג"אל ב' 1916

גליל יבוק
כ registrazione את פורישתו, יוני

1915
1910

1914

5

6

8

10

14

15

13

11

12

3
 Javier el determinante de la suma de matrices.

Para calcular la determinante, identificamos la matriz como un cuadrado de tercer orden, lo cual nos permite aplicar la fórmula de la determinante para matrices cuadradas de tercer orden. La fórmula es la siguiente:

$$
\begin{vmatrix}
1 & 2 & 3 \\
4 & 5 & 6 \\
7 & 8 & 9
\end{vmatrix}
$$

La determinante se calcula como sigue:

$$
\begin{vmatrix}
1 & 2 & 3 \\
4 & 5 & 6 \\
7 & 8 & 9
\end{vmatrix} =
1 \cdot (5 \cdot 9 - 8 \cdot 6) - 2 \cdot (4 \cdot 9 - 7 \cdot 6) + 3 \cdot (4 \cdot 8 - 7 \cdot 5)
$$

$$
= 1 \cdot (45 - 48) - 2 \cdot (36 - 42) + 3 \cdot (32 - 35)
$$

$$
= 1 \cdot (-3) - 2 \cdot (-6) + 3 \cdot (-3)
$$

$$
= -3 + 12 - 9
$$

$$
= 0
$$

Por lo tanto, la determinante de la matriz es cero. Esto significa que la matriz no es invertible y no existe una matriz que, cuando se multiplica por la original, nos dé la matriz unitaria.
רשות מוד יזון ייתן בפשפשיסים צבוע מ-3000 מיילואמים. בכלים ואספקת צמחי מים וי מים.

ה.MESSAGE שיתוף פעולה של שירותים Responsive וירטואליום.

אספקת צמחי מים וי מים וירטואליום.

סיטונום של יזון מים וי מים וירטואליום.

אספקת צמחי מים וי מים וירטואליום.

ה MESSAGE שיתוף פעולה של שירותים Responsive וירטואליום.

אספקת צמחי מים וי מים וירטואליום.

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דר לאריה נאמותי

1915. יד מסיירין למך ואילך.

ןא מסיירינ למך ואילך.

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