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Union Finance and Accounting—M. M. Rebanovitch.

Organizer Dubinsky's Report.

Our Women's Column, etc.

PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

BY THE

International Ladies' Garment Workers' Union

32 Union Square, New York.
## Directory of Local Unions

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Division of Work to Relieve Unemployment.

Unemployment is not peculiar to our industry; it is an adjunct of the present age of Industrialism. Wherever industrial prosperity creates riches and millionaires, there also hordes of workless people periodically tramp the streets in search of employment.

Manufacturers are very assiduous in making their employees believe that unemployment is due to the unions and their activity. If only the employees were never to ask for wage improvements; if they only let the employer fix the prices just as he desires; if only they were content to work on without looking at the cloak—why, then he would surely have all the orders, and the fear of unemployment need never worry them. In some such words as these certain employers manage to lull the workers into accepting wage reductions and longer hours.

On the other hand, a certain number of members of the Union feel convinced in their own minds that the Union can by some magic wand create a condition of constant employment; and they follow up their conviction by holding the Union responsible for bad seasons and unemployment.

Unemployment is a product of our employer, that unemployment is due to the unions and their activity, is utterly misleading. If a large number of people were not so easily gulled as to believe the statement, it would not even need to be refuted. When this kind of employer tells his “hands” that their demand for wage improvements will lose him his orders, he is just trying the expedient of playing on their fear and credulity. For if this subterfuge succeeds the fear and credulity of his “hands” is sure to swell his margin of profits. In nine cases out of ten the employer resorting to this expedient does not believe it himself.

Probably it is the same credulity—the same aptness for believing passing rumors—that makes some members attribute to the Union the power of providing employment. Did not Moses in the wilderness procure water by smiting a rock? These members do not consider that the Union does not control the market of women’s wear. They have yet to realize that the sole aim of the Union is to safeguard their interests in the shops—to protect them against wage cuts and bad
treatment, and to raise their general status.

Unemployment, as already shown, is a product of the modern industrial system. It is rife in every industrial country in Europe and America. It prevails in the mining and engineering industries as well as in the ladies' wear trades; and it arises from causes over which no union can have any control. It is inherent in the present chaotic system of society which carries on industry primarily for profit and only secondarily for use.

Employers do not feel called upon to manufacture articles of consumption in order to supply a genuine need; their main motive is to produce commodities for profit; and as there is no limit set to the amount of profit they may make, they strain every nerve to get the largest possible amount, employing every means at hand in the process.

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To attain this end manufacturers try to outreaching and undersell each other in the market. The ruling idea in the world of business and manufacture is: "How can I produce or buy my merchandise so cheaply as to secure all the orders and cut out my brother manufacturer?" The inevitable result is that some manufacturers go to the wall, and their employees are thrown into idleness, misery and starvation. So it is not the Union and its activity causing unemployment, but the cut-throat competition by which manufacturers and jobbers try to cut each other out and secure the trade.

Nor does this stop there. The unemployed in one center of industry being unable to buy articles of consumption to fully satisfy their needs, a slump is thereby caused in other markets, and the merchandise produced for profit else-

where remains unsold, causing unemployment in the centers supplying these markets. So industrial depression in one part of the country, or even in one part of the world, is bound to cause depression and unemployment in other parts.

The evil is therefore deep-seated, and requires drastic measures to remedy it. The problem of unemployment will be solved only then when Society will perceive that to conserve its interest it must introduce rule and reason into production by having it carried on for the use, benefit, and enjoyment of all rather than for the private gain of individuals. Only then will the present disorder, waste, unemployment and suffering be eliminated.

Thus it is clear that in the present state of industrial competition no trade union can either prevent or permanently solve the problem of unemployment. All we can do is to alleviate it by organized effort and equal distribution of work.

A LAUDABLE FORM Within the last decade the idea of state provision for the unemployed has gained considerable ground in European countries. Farm colonies, road-making, afforestation and a number of other state and municipal requirements provide temporary relief of unemployment and chronic want. Here, in this country, we are too individualistic to encourage any such state meddling with labor and industry. Perhaps we are really more advanced, because instead of waiting for the dilatory remedies of state or governmental aid we take the bull by the horns in giving aid to the unemployed through the agency of the Union.

Our Union was not the first to introduce equal distribution of work in the slow season as a means of practical relief to its unemployed members. It is an essential and laudable feature of
Here we have two outgrowths of civilization—the modern labor organization and the modern charity institution. The one is civilizing, ennobling and uplifting, the other—degrading and demoralizing. The trade union is organized self-help and self-respect, based on the conceptions of rights and duties; the charity institution is a clumsy attempt to blind the people to the glaring inequalities of extreme poverty and extreme riches. The organized relief of the trade union, in the matter of equal distribution of work, which is only one of its many relief features, is derived from the "widow's mite." The man who is allowed to earn $2.00 a day gives half of the work to his workless brother to enable him to pay the rent or provide dry bread for his hungry children; and he is urged by the officers of the Union to do this good deed. The charity which is provided by the rich to appease their conscience comes from their superfluity; they give away what they do not want or, very often, what is in their way.

Is it necessary to ask the thinking, the conscientious, the sincere-minded as to which outgrowth of civilization is preferable—the trade union or the charity institution?

The above consideration is time-to-division-of-work? The periodical opposition of some employers to the practice of equal distribution of work in the slow season. In theory they profess "faith in the Union." They have declared this faith when they signed the Protocol. The Protocol is based on the essential idea of a strong Union and a strong Manufacturers' Association acting in concert to eliminate the evils of unfair competition between
manufacturers on the one hand and employees on the other. By opposing and placing difficulties in the way of equal distribution of work, they betray a concealed desire to weaken the Union. By discharging employees without clear cause, they assume an attitude of defiance that contradicts their “faith in the Union.” They are thus trying to undo with one hand what they have done with the other.

So long as they get their work done, what matters it whether it is done by one or a half dozen employees, if no extra expense is involved? Where is the necessity of the constant irritation that produces had blood and accumulates wrath in the breasts of tens of thousands of workers that is bound to explode with terrific force some day?

The individual agreement between employer and employees was a kind of armistice that implied a frequent recrudescence of the class war to the knife.

The collective agreement is an attempt at confining the everpresent class war to be fought out at the conference table. But let there be fair fighting, gentlemen.

The Union is trying to keep its members within limit. The Union is anxious to live up to the letter and spirit of the Protocol. We are constantly harping on the strains of reason and commonsense. These columns have borne frequent witness to this fact. But there are two parties to every contract, and both must respect its provisions and live up to its spirit.

**THE PREFERENCE QUESTION IN THE WAIST INDUSTRY**

Among a number of questions submitted to the Board of Arbitration recently in session was the complaint of the Waist and Dressmakers’ Union that employers continually evade giving preference to union workers when hiring and discharging employees.

Article XIII of the Protocol in the dress and waist industry obligates the Dress and Waist Manufacturers’ Asso-
rude shock to the members of Local No. 25. In their view the obligations as to preferring union workers were not carried out in the letter and spirit of the Protocol.

The retention of union help during the slow season is really the crux of the question. In the busy season the employer might claim inability to procure all the union help he needs; thus he is compelled to hire non-union workers. But even in this case the workers must, according to "Bulletin No. 98," join the Union if they desire to secure for themselves the same rights under the Protocol as the union men in the shop. On the contrary, even the representative of the Association impresses upon them the fact that payment of dues to their organization is a responsibility which they must meet, and for the shirking of which the employer will not protect them, since the Protocol states that all who desire the benefits of the Union should share its burdens." ("Bulletin No. 98")

In the slow season, however, no such claim can be made; and where an employer persists in retaining any non-union workers after they have neglected the opportunity to join the Union, it cannot be otherwise interpreted than that he is deliberately evading his obligation.

Be it here observed in passing that since this cause for complaint has arisen, a number of employers have progressed in the wrong direction; they have carried their evasion of preference in retention of union help, on the advent of the slow season, to the process of hiring.

Facts are stubborn things. The official reports of the Association Department of Local No. 25, published from time to time, disclose a large number of cases, showing that at the beginning of the season the union workers are dis-
placed by non-union help. Add to this that a number of members of the Dress and Waist Manufacturers' Association employ only a few union people, and some none at all; the evasion of the preference provision has reached such a dangerous point that it behooves us to devise means to promptly rectify it.

* * *

**ESSENTIAL ELEMENT IN**

Let us for a moment revert to the historic struggle of 1910. It is necessary to recall certain incidents of that crisis to appreciate how vitally important it is that the preference provision of the Protocol shall be carried out in practice by every member of the Association.

It was the idea of "preference" that constituted the compromise in the cloak strike of 1910 and brought peace to the industry. It was this that brought the parties to the point of agreement and made possible the present system of collective bargaining, which has attracted such wide attention throughout the country. Preference to union workers is the pivot upon which hinges the maintenance of business relations between the Union and the Association. To us some of the aspects of that memorable struggle will ever remain fresh and vivid. The Union asked for the closed shop; the manufacturers insisted on the open shop. While both sides seemed determined and refused to budge, the resourceful Mr. Louis D. Brandeis intervened with the idea of "preference to union workers." Calmly considered, this idea opened possibilities for a strong union and control over the workers, while to the employers it left "freedom of selection as between one union man and another."

Preference to union workers was thus the essential element in the situation that held out the prospect of a lasting peace. Everything else—higher wages, shorter hours, sanitary conditions—the manufacturers were willing to concede even with the open shop. But since the open shop does not carry with it any guarantee of these conditions being maintained, the essential and indispensable feature of any satisfactory settlement had to be something that should afford a guarantee. Such a guarantee was afforded by the pledge of the Association that "every member of the Manufacturers' Association is to maintain a union shop," coupled with the declaration of their "faith in the Union." This was practically the only thing worth while which induced the union representatives to waive the idea of the closed shop and the right to strike, and to accept the "preference" compromise.

* * *

**PREFERENCE**

So interpreted, preference is the mainstay of the Union, because it carries with it the Union shop and Union standards. It insures a disciplined rank and file. It has made possible organized sanitary supervision. It is the pivot of the entire machinery. Remove it, and the machinery must, sooner or later, break down. Evade it and the central point of the Protocol disappears. What then remains but what the workers could not enforce by the fight to a finish?

We should be a spectacle for gods and men if the very thing that was designed to prevent strikes should have to become the cause or pretext for a strike.

Preference is not only a vital necessity to the Union as an organized body, it is a question of life and death to every member thereof. In the words of the Protocol, the member in good standing with the Union "shares its burdens." If those who shirk the burdens are given equal chances, or are encouraged in their
shirking, the loyal member is deprived
of the most substantial benefit guaran­
teed him by the Protocol. He pays to
the Union for the protection of his
rights, and one of these rights is that
the employer shall prefer him at hiring
and at retaining. When this hoped-for
protection proves a delusion, the loyal
member conceives a wholesome contempt
for the Protocol and similar "scraps of
paper" that are duly signed and sealed
but not respected.

**IMMUNITY FROM STRIKES** Let us for a
**WITHOUT PREFERENCE** moment com­
**UNTINKABLE** pare the case
of the Manufacturers' Association with
that of the Union. The Association is
just as anxious to continue its existence
and extend its membership as the Union.
One of the motives actuating an employ­
er in joining the Association, is the im­
munity from strikes. This is the sort of
protection that the Association affords
him. If, however, rightly or wrongly,
shop strikes were to be of frequent oc­
currence, would not the hoped-for pro­	ection of the individual employer prove
a delusion? Would not—and does not—
the Association in such instances charge
the Union with violation of the Protocol? Indeed, it has happened that employers
have claimed protection and immunity
from strikes, even though not one of the
employees who went on strike was a
member of the Union; and the Dress and
Waist Manufacturers’ Association has
filed protests and complaints against the
Union in such cases, regardless of the
fact that the Union can only assume re­
ponsibility for its members in good
standing.

It seems to us that preference to union
workers and immunity from strikes have
such close connection that one without
the other is not even thinkable. It is
manifestly unfair on the part of the
Union to insist on the right of preference
without guaranteeing the employer im­
munity from strikes; but then, it is pre­
posterous to assure any employer im­
munity from strikes unless he strictly
complies with the preference provision
of the Protocol. This vexed question
will never be settled until both parties
agree to supplement Article XIII of the
Protocol with some such proviso, and to
device a means of carrying it out in
practice, so that it should not remain a
dead letter.

In the case of the Joint Board of San­i­
itary Control, the sanitary strike is san­
tioned to compel the employer to carry
out certain sanitary standards. An ef­
effective means to insure compliance
with the preference provision would be
for the Union and Association to agree
that failing compliance, the immunity
from strikes should be automatically
withdrawn.

**FAITH**

**WITHOUT PRACTICE**

This is by far one of

**INSUFFICIENT**

the most important

considerations. It is

not sufficient that an undertaking should
be placed on paper, or that a declaration
of faith should be made, unless it is
going to be lived up to. Almost a year
ago the Board of Arbitration made the
following emphatic pronouncement on
the subject:

Of course, we recognize as the very essence of
this that the workers shall have the preference.
Without the most constant and complete co­
operation from the manufacturers it will be
impossible for the Union to educate its mem­
ership and maintain its strength under the
Protocol. **• • •** It is an obligation upon the
employer to give the Union workers preference,
first in giving them positions, and then in re­
taining them after positions have been given.

In principle preference has been rec­
ognized. It is recognized by the Proto­
col, by the Board of Arbitration, by the Manufacturers’ Association. No one questions the obligation; yet it is balked by a large number of employers. The pronouncement of the Board of Arbitration, in the early part of this year, did not settle it; because no adequate machinery for carrying it out has been provided; because “the co-operation of the manufacturers has not been sufficiently constant and complete” to insure its being lived up to. In many known cases employers not only fail to live up to it, but openly thwart and defy all attempts to carry it out.

The Board of Arbitration has now proposed that a committee of representatives of both sides meet to devise a plan of giving permanent effect to the preference provision of the Protocol. It seems to us high time that the stigma of the Protocol remaining in certain particulars a dead letter should be speedily removed. Let us hope the committee will arrive at some definite plan to remove a source of friction that, if not remedied, must, in the near future, prove inimical to the best interest of the entire industry.

**OUR PROBLEMS AND HOW TO SOLVE THEM**

On previous occasions reference has been made in this column to certain problems confronting our organization. We have dwelled on the problem of efficiency in inner administration, the problem of securing economy by preventing waste of resources, the problem of education, and the all-important problem of organizing our industry.

This does not exhaust the list of problems. There are a good many outside problems arising from our relations with the employers under the various collective and individual agreements; but we make bold to say that all our external problems are part of the great problem of sound and efficient organization. As soon as we succeed in placing our organization on a sound financial and administrative basis, we shall be in a far better position of dealing with any trade problem that may arise from time to time. The sooner we realize this the better.

Let us review some of these more weighty problems and the causes that have brought them about.

**SHOP AND TRADE PROBLEMS**

Of the shop and trade problems confronting us, the problem of unemployment is by far the most acute and difficult to deal with. For the most part unemployment, as shown in another column, is due to general social causes beyond our immediate control. But in our industry we have also artificial unemployment, arising from shop troubles and personal causes, from cases of discharge for just or unjust cause and from that insidious evil known as jobbing and sub-manufacturing. It is this artificial unemployment that is making itself felt and bitterly complained of among the rank and file. Our people complain of this more than of the usual periodical idleness caused by dullness. It is this which is fraught with danger to our organization, because it is like a powder-magazine that must be carefully guarded, lest some
stray spark from the outside come in contact with it and ignite it.

The danger consists in the personal element or personally felt grievance. Anyone suffering from unemployment brought about by discharge, discrimination, possible unfitness, or because the work is given out to contractors or bought from jobbers and sub-manufacturers instead of being made in the factory, is apt to brood over it and become disaffected. Anyone becoming idle through one or other of these causes is apt to throw blame and responsibility on the officers of the Union and demand drastic measures, without asking himself whether it is wise or in accord with the common welfare to take them.

Aside from sub-manufacturing, unemployment arising from cases of discharge and discrimination would not be so severely felt if not for the bad seasons of recent years. The same problems existed in the years 1910 and 1911, immediately following the general strike, but they were not so acute, because the seasons were good and the factories busy. When there is a great demand for labor the employer is not so selective or particular. When he has a good season, he is not inclined to drive hard bargains; his temper is less likely to become ruffled. It is a fact that needs no corroboration that shop troubles and resulting dissatisfaction begin to occur with the advent of the dull season.

Even now, where depression does not weigh so heavily over the shop atmosphere, such difficulties are hardly experienced; but this is poor comfort to those who suffer. At such times philosophy is of no avail. It is, therefore, not necessary to magnify these problems beyond what they actually amount to. We are confident that when the tide of prosperity returns these shop problems will be less felt. This, however, is not the case with sub-manufacturing.

**CAUSES OF SUB-MANUFACTURING**

Sub-manufacturing has become so widespread that it constitutes a danger to the entire industry, not only to the workpeople but also to the bona fide manufacturer. The more far-sighted among them openly admit the fact.

The growth and spread of sub-manufacturing is a clear indication that the manufacturers who encourage this noxious weed have never entered into the real spirit of the Protocol. They did not realize that one of the purposes of this collective understanding was to eliminate, or at least minimize, the evils of unfair competition and so benefit manufacturer and employee. The Protocol was an attempt at co-operation between the organized workers and organized employers. Mr. Brandeis' idea of this get-together attempt was that it would elevate and improve the industry. This, however, implied allowing the organized workers their little share of the bargain.

As if to prove that there can be no abatement of the class struggle, some of the manufacturers, both in the cloak and suit and waist and dress industries, have shown that a mere "scrap of paper" cannot so quickly change the employer's view of his position in industry. This kind of employer does not see the ever-increasing tendency to "Democracy in Industry." Apparently he does not rest content with the profits alone; he also wants to retain his absolute domination in the shop. This human trait, acquired from centuries of tyranny, oppression, and "one man's rule over another to his own hurt" is still deeply rooted, despite our vaunted progress of democracy and civilization. We cannot
hope to eradicate it until humanity will reach the stage of the Co-operative Commonwealth.

**THE REMEDY FOR THE EVIL**

Now, the Protocol has made an attempt at democracy in industry; but this implies a slight curtailment of the medieval domination—a balancing of the forces, so to say, and a larger share of the fruits of their labor to the workers. Since, however, through natural inability or sheer stubbornness the employer referred to has not assimilated these modern ideas, he chose to encourage an additional competitor in the market rather than adapt himself to the new spirit of the times. He may have seen therein a means to balk the organized workers. By buying ready merchandise, regardless of whether or not it is made under proper conditions, he thereby deprives them of employment and hits the Union that way, even though in the long run it may turn round and rend him.

His excuse is that he gets the merchandise by jobbing cheaper, but he also fastens the rope of unfair competition around the neck of the legitimate trade. He is not an idealist, and so the future does not concern him. He is ready to sacrifice permanent future well-being to the momentary advantage of the present. He has not, of course, foreseen that by encouraging the growth of the sub-manufacturer he thereby seals his own fate. Maybe he will not see this for a long time to come, and sub-manufacturing will go on and flourish more than ever. We must be prepared for such an eventuality. Even if we adopt certain measures to check the evil, the results of their working cannot be foreseen. The Protocol devised a way for the co-operation of both parties with the object of eliminating certain evils in the trade. But since a number of employers appear to have ignored the idea, it seems to us that there is only one remedy for this evil, and that is to carry out the plan with which we started in this article. We must set about *creating a sound and efficient organization*. Then and only then shall we be able to cope with the crafty and vicious system of sub-manufacturing, in cases where it militates against our interests.

**ORGANIZED POWER BEHIND THE PROTOCOL**

We have been concentrating too much attention on the Protocol, while the essential thing is the organized power behind it. When the Protocol was signed our organizing business was not finished. We should have begun preparing to meet all emergencies. We had ample warnings that we must fortify our position. Some of our people did not see it then, but they see it now. Experience has opened their eyes.

In the last few months we have been trying to emphasize the fact that the gravity of the situation lies within and not without. It points to two most effective remedies—faith in our organized power and due provision of financial resources to back up that power.

Faith in our organized power includes perfect unity and solidarity. Both the International and its locals, and the local officers and the rank and file, must work hand in hand for one common purpose—to bring our organization to the level of moral and financial strength commensurate with the extent of our industry.

During last month the International officers started a series of conferences of all the paid officers and executive members to consult on the problems confronting us. It was said in some irresponsible quarters that the conferences
were secret. We want to contradict this unfounded heresay right here. Some of the members present at the gatherings spoke freely of the condition of affairs as it appeared to them. The problems were stated in terms similar to those we have used in these columns on various occasions, and it was recognized that in order to solve them we must strengthen our position and increase our administrative efficiency.

The most urgent necessity of the day is to increase our financial resources. This cannot be done unless every member pays regularly his due share towards it in a higher weekly dues. The conferences held last month have already had the effect of starting this discussion among our members. Our members are not asked to start paying higher dues right now, but they will be in a position to do so at the beginning of next season.

Two members elected by every local executive will continue the conferences and thrash out this and other weighty questions. If the weekly dues are raised to 25 cents, as proposed at the conference, we shall soon be relieved from the pressure of our present problems.

By raising the dues, our members will show that they feel the pressure of the problems not as they affect them individually but as they affect the entire organization. What is needed is that every member shall recognize the necessity of merging his interests and requirements in those of the organized body. They must abandon the preposterous prejudice, prevailing here and there, that the Union is one thing and the membership another. By raising the dues we shall replenish our treasuries and be in a position to assist our members materially in time of need. Above all we shall not need to concentrate so much attention on the Protocols; shall then be the organized power behind the “scraps of paper.”

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**OUR DELEGATES OPPOSED TO RESTRICTION**

In some quarters the delegates of the I. L. G. W. U. have been taken to task for having voted approval of the anti-immigration policy of the American Federation of Labor. This is not in accord with fact, and we are asked to officially contradict the entire story. The editorial writer of a Jewish daily paper, who made the statement, was evidently misinformed.

The Jewish delegates neither voted nor even assented to this policy; let us here explain the entire matter.

In the first place, it is a misstatement to say that the resolution was adopted unanimously, as no resolution came before the convention.

The matter was brought up in the report of the Executive Council which referred mostly to the activities of the Federation during the past year in urging the passage of the Burnett bill containing the “literacy test” clause; and, if our delegates did not launch a formal protest it was because mere protest, without positive action of some kind, would not have altered the situation by a hair’s breadth.

The truth of the matter is, our delegates had been planning to introduce an amendment that immigrants from perse-
cuted nations should be exempt from the operation of the "literacy test." After due reflection, however, they came to the conclusion that it was impolitic to introduce it for the following reasons:

It is a dead certainty that the convention would have voted down the amendment, since the Jewish-speaking delegates were the only delegates in its favor. Now what would they have achieved thereby? Would their present critics have been more satisfied if the convention had voted down the "persecuted nation" amendment, as assuredly they would have done? Would they have been satisfied if the American Federation of Labor had unintentionally expressed antagonism to "persecuted nations?"

But there was another and far weightier reason why the Jewish delegates receded from their intention to present the "persecuted nation" amendment. It was this:

If the convention had voted it down, it would surely have embarrassed the various Jewish organizations which are bending every effort against the "literacy test." Being passed into law. The fact alone that the American Federation of Labor refused to pass a "persecuted nation" exemption would have strengthened the hands of the restrictionists, while now that the matter stands as before they have a free field to work for a "persecuted nation" exemption clause being inserted.

That our delegates had not the slightest intention of voting for or even consenting to the anti-immigration policy of the American Federation of Labor is clear from the position taken up by our Union in its official organ, the Ladies' Garment Worker, for November. See editorial, "the Suffering Tailors of Europe," where clear and definite expression is given to our view favoring unrestricted immigration.

Our delegates are opposed to restriction of any kind, and the officers of our International will only be too glad to help along in every way the various Jewish organizations in their efforts to prevent the passing of that bill in the Upper House of the United States Congress.

A VICTORY FOR SOCIALISM AND THE WORKERS.

Meyer London's victory in the Twelfth Congressional District is a victory for Socialism and the workers. The workers have elected him because they know him intimately and therefore have implicit confidence that he will try his best on the floor of the House to promote the cause of labor so dear to them.

The workers of the East Side in general and those of our industry in particular glory in London's victory, because they feel that they can have no more fit representative to voice their interest in Congress.

"A friend in need is a friend indeed," runs an old proverb. That is the experience of all the unions in the garment industries and of many others besides. London has proved a friend to them at a time when they were struggling to eke out an existence. He has been with them in their keenest struggles. He guided them to many a victory. He was largely instrumental in gaining for them wage-
improvements and shorter hours. He has participated in their important deliberations, and, in short, he was practically one of them at all times.

London's services are appreciated in the trade and Socialist organizations not only officially—by the leaders and officers—but also by the members individually. Hence they formed special committees and worked for his election with uncommon devotion, zeal and enthusiasm. Hence they are proud of his victory.

Congressman-Elect Meyer London is so versatile in his sympathies that he is rightly regarded as the fit representative of all sections of the people. He had the support of the businessman, the small dealer, the intellectual as well as of the worker and trade unionist. As to the trade unionists no one is more conversant with their problems and needs than Meyer London; and he belongs to that type of broad-minded Socialists who enter with deep sympathy into the needs and problems of the general community, particularly those of the suffering toilers.

London sees in their needs and problems the symptoms of an unbalanced social system and the bluntness of the social conscience. An awakening has been visible on the social horizon for some time, and the progress of Labor and Socialism in recent years is a sure sign of that awakening. Our Congressman-Elect will help in this work of rousing the social conscience from the stupor into which it is sunk by unbridled competition and the hunt for private wealth.

Of one thing we may be sure. As the people's representative Meyer London will bear in mind their needs and interests all the time.

The victory is one upon which all sections of the people are congratulating both Meyer London and themselves.

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How We Are Advancing

By M. H. D.

THE VACANCY FOR CHIEF CLERK IN THE CLOAKMAKERS' UNION.

Since Brother Sidney Hillman had given up his duties as Chief Clerk of the Protocol shops of the Joint Board, about a month or so ago, to assume the office of President of the seceded section of the United Garment Workers, the position of Chief Clerk has remained vacant. The Union has not as yet made up its mind on the choice of a man for the position. Meanwhile Brother Sigman, General Secretary of the International Union, is devoting a great deal of his time to the work of the Chief Clerk.

The difficulties in the way of selecting a Chief Clerk arise from the notion, prevalent among a number of our members, that a Chief Clerk should be looked for outside of our own ranks. Whatever the cause of this state of mind, the idea is gradually losing its hold upon the minds of our members. Sooner or later they will realize that the leadership of their organization ought to begin and end at home, right within their own ranks.

TWO CONFERENCES OF OFFICERS AND EXECUTIVE BOARD MEMBERS.

The first tentative step to realize some of the ideas recently advanced among the member-
ship of our Unions was taken in the last two weeks of the expired month. The International officers called a conference of the officers and Executive Board members for the purpose of listing their opinions on certain problems and the measures to be applied for dealing with them.

The question of raising the weekly dues of the members from the present 16 cents to a higher rate drew the most heated discussion; for this involves a change in the financial obligations of the membership and a different distribution of the funds between the International and the various central and local bodies of which the International Union is composed. Of course, opinions differed as to the advisability of raising the dues; but considering this and other propositions for two long evenings, the opposition to raising the dues was reduced to a minimum. The upheaval in Europe has had a very bad effect on trade conditions in this country in general, and the ladies' garment trades have not escaped the universal depression. The fall season was shorter than usual, and in most shops the earnings fell far below the regular. It was but natural that these conditions should be keenly felt and enter largely into the discussion.

It was decided at the conclusion to have each local of the Joint Board elect two delegates, and that these meet and formulate some very definite plans touching upon the questions discussed, and present them to the next conference.

SHOP STRIKES OF LADIES' TAILORS ATTRACT ATTENTION.

After signing an agreement with the Merchants Society of Ladies' Tailors in September, the Ladies' Tailors' Union was confronted with a number of small shop strikes in Harlem and in a few Fifth avenue shops of the better class. Over in Harlem a number of employers got together to oppose the renewal of the agreement. The only course left open for the Union was to call out their members on strike. In consequence a few hundred people left their places, and only after a stubborn struggle, which lasted from one to four weeks, they returned to work under union conditions.

There are still, however, two shops on strike. These are located in the fashionable shopping district, and are catering to a high class trade. They are the shop of M. Schatz and the Ben-
del establishment on West 57th street. The strike at the latter firm has been the most stubborn the Union has contested in a long time. The police have been very active in hounding the pickets, and arrests are being made daily. Picketing is nevertheless in full swing, and the strikers, with bright flashes across their shoulders, are daily watching the shop.

Meanwhile the Union has succeeded in making the strike quite popular among the clientele of the firm. Some rich ladies, whose custom the firm enjoys, have even called a meeting and have invited Mr. Bendel to come and tell his side of the fight. He at first consented, but backed out at the eleventh hour. The members of the Union, in spite of continuous slack and hard times, have assessed themselves in favor of the people out on strike and have raised a considerable sum of money for that purpose. The International office is giving local No. 38 every assistance in this fight.

Local No. 38 will shortly have an election of officers and is planning some changes in both their uptown and downtown offices.

A NEW ACTIVITY IN BALTIMORE.

"Things are moving along in Baltimore," writes Vice-President Koldofsky, who is at present visiting there for organizing purposes, "and if trade conditions were only better, our workers would surely not fail to take advantage of them."

After the general strike of 1913, which ended in complete victory, the workers returned to the shops to work under improved conditions. The hours were reduced to 50. They won a minimum wage of $82 for cutters and sample makers, and pay for all legal holidays; a 10 per cent increase of wages for all week workers; and the abolition of the system of inside contracting was likewise secured. The Union gained an adequate control over the shops, and things went along smoothly until a short time ago, when, owing to some internal disagreements and a bad season, some manufacturers began to think that the time was ripe for returning to the old 'rules and regulations.'

President Schlesinger visited Baltimore a few times during September and arranged with Vice-President Koldofsky to go there for a few weeks for the purpose of strengthening the local. The Union has meanwhile re-engaged Brother Brightstein as business agent, and the
work has taken on a new shape altogether. The
t smoothly are being well attended, the
workers are beginning to pay up their arrears,
and as a natural consequence the employers are
beginning to feel the change. The question of
establishing a sick and relief benefit fund is
being discussed at present, and it looks that,
even though the plan involves an increase of
dues, it will be finally accepted.

The only element in our trade in Baltimore
that have been lagging behind were the ladies’
tailors. Some time ago they had a local of
their own, No. 34. Last year Local No. 34
amalgamated with the Cloakmakers’ Union, and
the name was changed to "Ladies' Garment
Workers, No. 4." Today there is a strong
movement among the ladies’ tailors for organi-
ization. Shops are joining the union in full,
and they are preparing to bring forward some
general demands for the next season. As it is,
they have already succeeded in gaining minor
improvements in a number of ladies’ tailors
establishments.

A very successful mass meeting took place
Saturday, November 21, at the Baltimore Labor
Lyceum, at which President Schlesinger of the
International was the chief speaker. The large
hall was crowded with cloakmakers and tailors,
and the effect of this meeting on the Balti-
more organization will be undoubtedly of a
lasting, beneficial nature.

THE WORK IN CLEVELAND.

The big mass meeting in the Prospect Thea-
tre, held in Cleveland last month, has imparted
a great stimulus to the organizing work in
Cleveland. Today the campaign to enlist every
man and woman engaged in the cloakmaking
industry in Cleveland as a member of the
Union is in full swing. Meetings are being
held nightly. Missionary work is being done
in every one of the sixty shops in Cleveland to
enroll every worker into one of the five locals
now being organized according to the branches
of the trade.

The interest aroused by this concerted effort
of the International Union to bring Cleveland
into line with New York, Philadelphia, Boston,
and other centers of the women’s garment mak-
ing industry is quite considerable. The local
daily press is impressed with the earnestness
of the campaign and invariably predicts suc-
loss. The "Cleveland Plain Dealer," the lead-
ing newspaper of this city, in its editorial of
November 12, says:

"A new Cleveland campaign is being con-
ducted by organized garment workers. Cleve-
land is the last of the big centers of the wom-
en’s garment industry to be organized. When
Cleveland comes into line with New York and
Boston, the International officers of this Union
propose to establish a national arbitration
board to which all disputes that cannot be ad-
justed by local boards will be submitted. Re-
results may show that the women’s garment
workers have fulfilled an important mission in show-
ing the way to their fellow trade unionists."

A great mass meeting, with Meyer London,
Socialist Congressman-elect from New York, as
principal speaker, is being planned for the near
future. The organizing work is in charge of
Brothers John F. Pierce, First Vice-President
of the International Union, and M. Perlstein.
They are being loyally assisted by local officers
and by Mrs. Lillian Heaffley, woman organir-
er of our International.

NEW ACTIVITY IN CINCINNATI.

A new spirit is abroad in our locals in
Cincinnati. Since the ghost of dissension and
fraternal ill-feeling has been definitely removed
by the efforts of the International officers, our
members have regained some of the good old
spirit that had made Cincinnati a well organi-
ized town some time ago. In spite of slack con-
ditions, organization matters, as Brother Gro-
ban, president of the local Joint Board puts
it, "look and feel pretty bright."

With the adjustment of the internal troubles
the members saw clearly that their first duty
was to keep up their standing in the locals and
the payment of their dues. This enabled the
local Joint Board to again engage a man to
take care of the adjustment of their complaints,
and Brother Charles Green was put in the of-
lice as business agent. Now they are working
to organize a local of skirt makers, and the
cutters local No. 48 is doing all in its power
to enlist every worker in the city. The cutters
local fully understands the situation and in-
tends to leave no stone unturned to eliminate
this stumbling block in the way of a strong
union in Cincinnati.

DOINGS IN CHICAGO.

Trade conditions are bad in Chicago, yet, in-
stead of indifference and callousness, the senti-
ment is growing very strong among the mem-
bility that just now the necessity for a strong union is even more evident; so that whatever work there is in the shops at present may be equally divided between all the workers.

The spring season for cloaks in Chicago is always longer than the fall season. Plans are being matured for the launching of a general unionization campaign, such as is at present going on in Cleveland. The more active members are convinced that this work will result in ultimate success and that union conditions may prevail in Chicago in the coming spring season. Brother Bisco is leading his aid to the work, and there is no reason why the Chicago cloak makers should be less successful than the workers of any other city.

Brother Glassman, among other things, reports that after an agitation of five weeks he has succeeded in organizing a waist and white goods workers local in Chicago. It consists of about 150 members already, mostly women. The general run of the membership of this new local No. 59 is quite intelligent, and they are very much interested in the progress of their Union. The field for organization in this trade in Chi-

cago is very large, as there are thousands of waist and white goods workers in that city, and the prevailing hours of work even in the best shops are 54 per week. Aside from that the discipline in the factories is ironclad and the wages of the most skillful operators seldom exceed the sum of ten dollars per week.

A NEW RAINCOAT MAKERS' LOCAL IN ST. LOUIS.

Finally some signs of life have appeared in St. Louis. For months reports coming from that city were anything but cheerful. As the case usually is in bad seasons, the workers are inclined to fault-finding. The active members have lately requested that one of the general officers pay a visit to St. Louis, and President Schlesinger is scheduled to be there shortly. His visit is eagerly looked for as a means of straightening out all the internal differences.

St. Louis has a few hundred raincoat makers, and a good many of these have recently formed a local of the International Union with the assistance of Brother Shank of the Joint Board.
of that city. The local has been chartered as Raincoat Makers’ Union, Local No. 114.

The Brill-Steiner Company of St. Louis, a cloak concern, which was notorious in the persecution of their employees during the last strike, seems to be in hot water. Apparently the strike of 1913 has not done this firm any good after all. According to the papers its creditors are demanding that its business be given over into the hands of a receiver. Maybe this and similar cases that have occurred there since the strike will teach the other manufacturers in St. Louis a lesson.

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**THE CONTROVERSY IN SEATTLE, WASH.**

There is a shop in Seattle, owned by the Matzen Company, which has been heretofore on good terms with our local union, No. 28. They have been employing their help on the basis prevailing in all the Seattle shops—the week work system. A short time ago this firm informed their employees that they would abolish piece work instead. The reasons given were that the workers had been negligent in their work, and that the firm wanted to get more efficiency out of them. The members of our local union, however, could not see things in this light and had reason to believe that the Matzen firm was making a move of destroying the local for which the rest of the employers of Seattle were watching to see whether it will prove successful or not.

The General Office has succeeded in getting Organizer Charles Perry Taylor of the A. F. of L. to go over to Seattle to take care of the situation. After a week’s negotiations with the firm, the matter was taken over by the Seattle Central Labor Union. The International office has suggested that the matter might be settled through arbitration. The controversy has since resulted in a strike. The local is fighting stubbornly, and it may be reasonably expected that the firm will find itself compelled to change front and settle the matter with its employees.

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**The Complaint Department of Local 25**

*Here All the Grist Is Being Prepared for the Mills That Grind Out Justice to Employers and Employed in the Waist and Dress Industry of New York*

**By Max H. Danish**

An old-fashioned brownstone house, the type that only a decade ago was the prevalent one in the staid, aristocratic Gramercy Section of the city, hemmed in on all sides by tall factory buildings, halts the attention of the passerby by a big sign—‘‘Ladies Waists and Dressmakers’ Union, Local 25.” The house is located in the very heart of New York’s garment making center, which has crept slowly from the lower districts up Chelsea, and still further up the Gramercy and Murray Hill sections within the last few years, sweeping everything before it, changing sections as if by the touch of a magic wand and crowding the quiet residential streets with sky-scraping, factory giants.

A rather narrow staircase leads up from the wide stone stoop to the first floor of the building. A door on the left opens up on a large waiting room, that runs along a string of partitioned offices. The room is crowded with people, largely women, young and old. Every bench and seat is taxed to the utmost, and the week work system and install a system of piece work instead. The reasons given were that the workers had been negligent in their work, and that the firm wanted to get more efficiency out of them. The members of our local union, however, could not see things in this light and had reason to believe that the Matzen firm was making a move of destroying the local for which the rest of the employers of Seattle were watching to see whether it will prove successful or not.

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STAFF OF MANAGERS, DEPUTY CLERKS AND OFFICE HELP OF THE COMPLAINT DEPARTMENT OF THE WAIST AND DRESSMAKERS' UNION.

Lower row—Miss Begier, H. Silverman, A. Baur, S. Pollick, J. Zimmerman, R. Whelan, Miss Siegel.

Middle row—Miss Garber, H. Greenberg, E. Toba, E. Borello, C. Jacob, Miss Kornowicz.

Charles Jacobson has a facility for getting out facts and welding pieces together into compact, two-legged complaints, which would make a prosecuting attorney green with envy. When we were laid off six weeks ago," complains the black-eyed, slim girl, "we knew already that he had something up his sleeve. They told us to wait for postal cards. Usually, in past years, they would just tell us to come in and inquire in a couple of weeks. So, really, the heart told us that he was looking to get rid of some of us. Gussie Stein was like a log in the foreman's eye for the whole season. You see, she was on the price committee, and before we left the shop last month, she says to me, "Yetta, good-bye, I'll bet you money he'll never send for me next season." Sure enough, she and Molly Weiss and Jennie Alter were singled out, and when we came back to work we found out that the forelady had orders not to accept them back to work. Now, Mr. Jacobson, what kind of treatment is this, if we cannot get our protection with our Union, I am asking you?"

The man at the window remarks curtly: "It is a case of discrimination for Union activity, plain enough. The clerks will be up there in the afternoon."

The girl apparently is desirous of saying something else in addition to strengthen her case. But an appealing look from Jacobson, and a still more convincing pressure from her immediate neighbor in the line halts her. Before she has managed to leave her place a stout, fair-faced, short girl fairly screams over her shoulders into the little window: "Last week it was piece work, this week it is week work! The plague only knows on which side it will throw him next week. My patience is all wasted, I can no more endure it! It must be either like the Union has ordered, or we must know that we have no Union, and that's all."

For a moment Jacobson is dazed. The avalanche came a little too sudden, but he regains his composure in due time. His quiet voice steadies somewhat the vehemence of the girl. She begins her story over again in a more restrained manner. Then it is being classified and taken care of, and the mills of justice—as personified in the man at the window, grind on slowly but surely.

The two corridors at the extreme ends of the room lead to the inner offices. A little army of girls and men are at work there. The buzz and tick of several typewriters, the incessant registry of the switchboard and the everpresence of Jack Zimmerman, the assistant Chief Clerk, make the room a veritable beehive of din, bustle and activity. Here the complaints, as they come down from the man at the window are being prepared, shaped, assorted and divided among the squad of business agents that assemble for their daily assignments every morning. From here go out all the calls for the numerous meetings and here the plans and policies and the enormous routine connected with the running of an organization of twenty thousand women and men is being carried on.

From a side room, the little sanctum of a grizzly looking person, Sol. Polakoff, the Chief Clerk, or manager of the Association shop department, loud voices are heard. A few people with anxious faces are seated near the door of the little room and listen with strained attention to the voices inside. Suddenly the door swings open and the committee files out into the main room. The manager of the Protocol division sends them off with a parting, cheerful word. "Girls, we know you are right. We'll fight for your case at the Grievance Board with every drop of energy in us. But you must get back to work. It is one thing, or the other. You have suffered enough for your Union to know it; either we have an agreement with the employers or we have not. I know well that it is hard, very hard for you to return back just now, but we must have faith in ourselves, girls!"

They are a committee from a struck shop belonging to a member of the Manufacturers' Association. A grievance has brought them down. They were too impatient to wait for the regular process of adjustment of the complaint, or very likely, provoked by an uncalled for arrogance on the part of the firm. The officers are now obliged, under the treaty of peace with the body of employers, to send them back to work pending the adjustment of their troubles. A special meeting of the Grievance Board will be called for this purpose. Both, the man who orders them to work and the girls who are returning to their machines, feel the difficulty and painfulness of this act for the time being. But it must be done. The great purpose of the unity of the organization and the ultimate hope of relief and equitable adjustment mitt...
gates their grief as they silently leave the big room.

A row of desks through a narrow, long room, past the office of the Italian Branch, where the manager of the said Branch holds sway, leads into the department of the independent shops, which is under the supervision of Manager Abraham Baroff. The crowd here is even bigger and the office looks literally besieged on all sides. Inside the manager's office there is quite an important "pike," which in the girls' vocabulary is synonymous to an important employer. He has come down to settle a strike in his shop which lasted for a couple of days. His firm had been, as a rule, pretty fair in its dealings with the workers. But a new foreman appeared on the scene and conceived a wonderful plan for increasing the revenue of the house. It amounted to the time-honored practice of cutting prices on all garments. In the independent shops they make short shrift with such reforms of aspiring, new foremen. The people struck as a warning and demanded the restoration of the old scale and the dismissal of the foreman. After two days of arguing both sides compromised. The prices were to be the old ones and the foreman was allowed to stay on condition that he must confine his activities to his proper sphere henceforth, and abandon all price-cutting proclivities. Now the employer has come in person to the union office to make up a clean slate with a committee of his workers. The crowd outside are some of the strikers, and their high spirits are eloquent evidence of the situation.

The "pike" appears at the opened doors and behind him a group of people. He carefully stows away a folded contract into an underpocket of his coat. He is a prosperous looking, bespectacled person, past middle age. Confronted by his girls he decorates his face with a broad grin.

"No-o, where is my chairlady, I'll bet you, she is still picketing the shop, isn't she?" he asks good-naturedly. The term "my chairlady" and the effect of his grin communicate themselves easily to the crowd in the room and all join in the laughter. The chairlady makes her appearance from among the group of women near the door.

"Oh, no," she says, "there was no need of picketing. Thank heaven, we are all here."
The crowd slowly follows him as he makes his way to the exit while a few girlish voices greet her reply with a subdued giggle.

And so all day and a good part of the evening the big brownstone beehive is never resting. The grievances and the joys of a big industry, where tens of thousands of women and men work for a living, pass through this mighty interesting clearing house, day in and day out. It is a young house yet, scarcely two years of age, but full of wonderful promise. As it is today, it is a remarkable testimonial to the ability of the working woman of our day to mould her own destiny and fight her battles in an intelligent and broad way.

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**Named shoes are frequently made in Non-Union factories**

**DO NOT BUY ANY SHOE no matter what its name, unless its 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. BAINES, Sec'y-Treas.
In spite of the prevailing dulness in the
waist and dress shops the activity of the or­
ganization has not slackened down in the least.

First in importance was the meeting of the
Arbitration Board which was held to settle a
number of cases, notably the cutters' legal hol­i­
days' case and the matter of the strict obser­
vance of the preferential principle of the Pro­
tocol in the shops. Out of the last question
came a proposition from the Board that the
Union confer with the manufacturers and estab­
lish hard and fast rules which should regulate
the enforcement of the preferential union plan
and that both carry out this clause in an earnest
and satisfactory way. The manufacturers have
complained that since the Union has no definite
rule as to whether a member is to be regarded out
or not of the organization owing to non-payment of
dues or other causes, they were in no position
to lay off the non-union 'girls and retain the
members of the Union. Three conferences have
since been held with the employers and
the following plans have been practically agreed
upon.

Memorandum of Procedure With Reference to
Collection of Dues from Union Members in
Shops of Members of Dress and Waist-Manu­
facturers' Association.

I. The Association will procure from each
member a full list of his present factory em­
ployees and their occupation, and furnish a
copy thereof to the Union.

II. The Union will indicate upon the list
which of the workers are members of the
Union, and which are not, and the arrears
of dues, if any, of those who are members.

III. At least once a week, the list shall be
revised, by the addition of the names of those
who have been taken on and the removal of
those who have been laid off, and furnished to
the Union.

IV. Each week the shop chairman (or such
other worker in the shop as is appointed for
the purpose) will collect the dues and initia­
tion fees, and report to the Union upon a regu­
lar formal blank his collections and non-collec­
tions from each worker.

V. Two copies of such report shall be fur­
ished each week by the Union to the Asso­
ciation.

VI. The Manager of the Labor Department
of the Association will send each of its mem­
ers one of the copies of the report for his
factory and will call his attention specifically
to such facts as warrant his attention (includ­
ing the danger of suspension or expulsion of
specific non-union or non-paying union mem­
bers.)

VII. The Chief Clerk of the Union agrees
each week to call specific attention to any
cases of default on the part of Union mem­
ers and the Union and the Association will
each warn its members of the consequences of
such defaults.

VIII. The Union shall have opportunity to
send its own representative to receive from
Shop Chairmen their reports and collections,
to aid them in the preparation of such reports
where such is necessary, and the members of
the Association will provide such representa­
tives and the Shop Chairman with a place out­
side of the workroom for such purpose.

IX. The Union will make official declaration
of the general amnesty in the payment of ini­
tiation or arrears and its offer to union mem­
ers, announced by its present representatives
in conference.

Another matter of importance was the meet­
ing of the pressers of the waist and dress trade
in the Beethoven hall on November 12th. The hall was filled with hundreds of workers of this branch of the trade, and the proposition of Bro. Seidman, chairman of local 25, that the meeting should discuss the advisability of creating a separate branch of the waist and dress pressers was received with enthusiasm. Without a dissenting voice the plan was favored by all who were present with a view in aim to abolish the sub-contracting evil which is still existing in the pressing branch. A committee of five was appointed to confer with the Executive Committee of the local in reference to this matter.

The Friday-night popular lectures of the Union, in the auditorium of Public School No. 63, Fourth Street, are proving a success. The attendance is large, and the interest, both in the lectures and the splendid musical programs that precede them, is very keen. What is necessary is the engagement of another auditorium of such a kind for the large number of the members of Local No. 25 who live uptown and cannot come downtown to attend these lectures.

The Union is to have elections in January, and the election committee is already working on it as usual. The rank and file of the big organization, aside from all other matters, is now greatly interested in the carnival and masque ball of the Union which is to take place at the Madison Square Garden on Saturday, February 27th. The size of this affair is so enormous that the members fully appreciate that in order to make it a memorable success everyone has to be up and doing. The big hall holds over 15,000 people, yet with the membership of local 25 it ought not to be hard for them to fill this hall and score a big point for their Union.

WAIST GOODS WORKERS' UNION, LOCAL NO. 62.

The big event of the month in the life of this local was, naturally, the mass meeting in Cooper Union on November 5th. The hall was literally jammed to the doors with thousands of young women, and the enthusiastic crowd brought back to one's memory the unforgettable meetings of the white goods girls during the great strike of 1913. The object of the meeting was to get the members of the Union to listen to and pass judgment upon the demands which the organization was making upon the Cutton Garment Association. The meeting was addressed by several well-known speakers, among them Hugh Frayne, representing the American Federation of Labor; Sol. Polakoff, manager of the Waist Makers' Union; Samuel Shore, manager of the White Goods Workers' Union, and Meyer London, Congressman-Elect of the East Side. London, whose election took place only a couple of days prior to the meeting, received a tremendous ovation from the girls.

Among the main demands, as stated by Bro. Shore, was the question of prices and earnings. It was agreed at the signing of the agreement between the Union and the employers in 1913 that the minimum earnings per hour shall be 20 cents. But the manufacturers have interpreted frequently the minimum as the maximum and would not permit even their best workers to earn more than this paltry sum. Another grievance was the one of frequency of changes from week work to piece work and vice versa in the factories. Besides being a nuisance these changes were instrumental in decreasing the earning abilities of the girls.

The question of learners and their pay, of discharges without investigations and of the strict observation of the preferential clause were likewise very strongly presented. On the whole the meeting was a pronounced success. Since then the Union has had two conferences with the employers and, though slowly, the task of coming together on the demands is proceeding surely.

The Cutters' Union, Local 10, has conferred with the officers of local No. 62 in reference to their end of the demands of the white goods workers. The cutters are strongly interested in the welfare of the girls' Union, and are going to give them every possible assistance in the successful carrying out of their plans and demands in connection with the renewal of their agreement in January.

THE STRIKE OF THE WORCESTER LOCAL.

What looks to be akin to a lockout is taking place in one of the shops in Worcester, Mass. A short while ago, an American branch of the girls working in the waist and white goods lines was organized there. Shortly afterwards, the firm of Cedar Brothers, fearing an eventful unionization of their shops, had laid off all of their 100 employees, and then proceeded to
pick out the most "desirable" and take them back to work. So while there were only a few girls in that shop belonging actually to the organization, the local decided to take up the fight against the firm and fight it to a stand.still. The shop was declared to be on strike, and they have since been successful in keeping out of it practically every worker.

A committee of the strikers visited Boston, and have been busy collecting money for the strike with considerable results from various organizations and individuals in that city. There is every prospect that this fight will prove a success, as both the girl operatives and the cutters are fighting hand in hand, and they have the undivided sympathies of the town with them.

THE FIGHT AT STOCKTON, CALIFORNIA.

The lockout of the Union members is still on at Stockton. It bids fair by its stubbornness and tenacity to become one of the most notable fights ever fought between organized Labor and Capital in the Far West. That the employers of that section are not alone in the fight, but are supported by the national cohorts of anti-union labor is clearly evident. But the California workers are not going to be downed. The unions of the entire state have scented the danger which a lockout victory of the employers may mean to them. Money is forthcoming from everywhere, but still more is needed.

Our last report from our women's local No. 106 in Stockton told us that while a few of the girls went back to work in some shops, re-employed on union conditions, the majority of the locked-out women are still unemployed. Neither side, as yet is even showing any sign of surrender. Last week this matter was taken up at the convention of the A. F. of L., in Philadelphia, and much is expected from that body in the way of relief and assistance.

WOMEN'S AUXILIARY, TOLEDO, OHIO.

Toledo has the distinction of being the only town among our organized cities that has a women’s auxiliary organization in our industry. We have had occasion to refer to the usefulness of the organization of the wives and daughters of our membership throughout the country into auxiliary bodies, just as the railway workers, the printers and the moulders have had alongside of their men’s locals in every town and city for a long time. Our last Cleveland convention has even instructed the incoming General Board to work out a plan for these auxiliaries. Unfortunately, however, the member of the Board who was instructed with this task did not show enough interest in the work, and it will very likely have to be given over to a new sub-committee at the next meeting of the Board.

If we are to judge by the record of our Toledo Auxiliary since the day they were organized, the advisability of starting such groups wherever we have a local union, is apparent. The moral and material value of such auxiliaries in time of strikes, and the effect in stimulating friendship and unity among the members and their families in general, cannot be overestimated.

The Toledo auxiliary have of late been the initiators of a peace movement in that town. Their aim is to attract the attention of other women’s organizations in Ohio and through those of the women of the entire country. They have gone about it in such an earnest way that it bids well to become a matter of general discussion in Toledo. Whatever the practical results of this movement, it shows sufficiently that our women have the understanding and the right ideas and are in touch with the great world and its doings.

The Secretary of the Auxiliary is Mrs. L. Friend, and all those who desire any information concerning it may address her at 222 Beacon Street, Toledo, Ohio.

A WAIST AND WHITE GOODS LOCAL IN NEWARK.

We have had occasion to refer in this column to the work being carried on by the International in the neighboring New Jersey towns. Heretofore the efforts of our officers were confined to the cloak and suit trade exclusively. Recently, however, their attention has been attracted to other lines, which by their size and importance deserve consideration.

Newark, the largest city in New Jersey, has a contingent of at least ten thousand women in the waist and white goods lines alone. Some of the biggest New York manufacturers make most of their work out there. There are shops in Newark that keep busy in season a thousand machines and upward. The readers of this column could readily imagine what the earn-
The maximum of 65 and $6 a week to a minimum of 54 hours work per week are the prevalent conditions of employment in the city, and the treatment accorded the girls in the factories is in line with the regard that the employers have for the material welfare of their employees.

Some of the New York waist manufacturers have been of late saying to the Union officials, in reply to demands made by them, that the New Jersey waist shops, which are run under inferior conditions, constitute a competitive menace to their own higher standards, and that they are in no position therefore to grant further concessions and improvements to their workers in New York. To test the sincerity of this assertion the International Union has, in cooperation with locals No. 25 and 02 started a vigorous campaign in Newark. A few shops were called out, and as a result a local union of waist and white goods workers was organized last month, and a charter was granted to them as local No. 113 of the International.

That is only a beginning. Definite plans have been laid out by the two big local unions controlling the waist and white goods trades in this city to start a movement for a general strike in Newark. Already much sympathetic sentiment is evident among the women workers of the needle trades for this movement, and girls from every shop are flocking into the organization. The offices of the new locals are in the Strand Building, 113 Market Street, Room 44. The present officers are Jennie D’Allessandro, President, and Fannie Jerome, Secretary.

Union Finance and Accounting

By Ben M. Rabinovitch, General Auditor

INTRODUCTION

A favorite occupation of women of half a century ago was the making of what was known as a “crazy quilt.” This was nothing less than the sewing together of all kinds and shapes of pieces of materials of all textures and colors. All sorts of rags and whatnots were included; and the completed product fully bore out the name. The bookkeeping “systems” of many of our locals are built on much the same lines as were those quilts. These, too, have been acquired in separate pieces, mainly the results of accidents—unlucky and otherwise. Did a certain audit disclose the fact that the secretary had a shortage of due stamps—straightway a control of the stock was strongly insisted on. Did the audits disclose other defects—then other controls were installed to cover these, too. Some of these controls, however, were only installed as late as a year ago, and other controls just as vital have not yet reached us at all.

Another curious point to be noted is that while all our locals carry on what is really the same kind of business, no two locals handle it in the same way. One local will have a self-balancing cash system; another goes on still keeping cash in ordinary memorandum form. One local will enter its receipts and expenditures in classified ledger accounts; another leaves them in the few classifications which the columns in the cash book hold. One local runs its membership ledger in bound books; another, with just as many members, has them on loose cards. In one local I found a cash ledger which opened a new set of accounts every quarter; in another I found a good many of the disbursements made in cash instead of by check.

Now it is quite obvious that no matter how many wrong ways there are of doing a certain thing, there must be at least one right way. And nothing is simpler than to find this right way and have all follow it. Secretaries will find scientific methods of accounting to be much simpler in the long run than their own makeshift methods of bookkeeping.

On January 1st, 1915, each local will start with its “Balance Brought Forward” in the new cash book to be furnished by the International. A cash ledger and a stock book will
also be furnished each local. With these books we shall also forward a set of detail instructions how to handle them. After the handling and accounting of the cash and stock will have been standardized in all our locals, we shall turn our attention to other records kept by them and do the same with these.

In the locals in and around New York these matters will have my personal attention, but in the others the work will have to go on by correspondence. For this purpose I shall, from time to time, address the various secretaries in circularized "Talks," each of which will take up a certain topic in detail. There will also appear in this Journal from time to time a "Talk on some subject of more general interest. These articles will be parts of a Manual of Union Finance and Accounting, and will cover the following subjects:

THE CASH—INCOME AND OUTGO.

This will take up each class of cash items and show how they are to be handled on the books. On the income side it will show how each class of items can be controlled by checking it back to its original source, and on the accounting—by vouchers for every cent that has gone out.

THE STOCK

This will deal with the handling of all dues stamps, assessment stamps, constitution books, buttons, and all other articles sold to members. These will be handled just as merchandise is handled in any business. The records will have to show either the goods or the money for them.

FINANCIAL SECRETARIES, FINANCE COMMITTEES, AND AUDITING COMMITTEES, THEIR DUTIES AND FUNCTIONS.

At present there seems to be no clear or definite understanding as to the proper work of these persons and bodies. These committees hold a lot of meetings, and smear their rubber "O. K." stamps over a lot of papers; but any impartial analysis of their work shows it to be of very little value, if any at all. Under proper, intelligent guidance the work of these committees could be made to go hand in hand with that of the Auditor, and the checking so arranged that the Committee shall be able to control the facts, and the Auditor to check the figures from these controlled facts. Our aim in the "Talks" will be to lay down the lines for a Manual of Financial Procedure.

MEMBERSHIP LEDGERS.

On this point our locals seem to be hopelessly at sea. Some have tried cards, then have turned to bound books, and are now going back to cards again. The experimenting has cost quite some money too; and no one seems able to point out the advantages or disadvantages of either form of keeping these records. Then, in some locals the record runs for two years, in others for five, and so on. Which of these, if any, is the best of all? No one, not even the secretaries, seem to know. Some of the big insurance companies who collect weekly premium payments have spent thousands of dollars in perfecting systems for the proper handling of these entries. We can get the benefit of this experimenting gratis.

LOCAL TRANSFERS.

The method of issuing these seems to be very much a matter of personal taste. Some do it one way, and some another. Why should one local keep the member's book when they issue a transfer card on it, while another simply stamps "cancelled" all over the book and lets the transferred member keep it? If the latter was some good reason for itself, all the locals should adopt it and use no other.

INVESTMENT AND RESERVE FUNDS.

Our locals sometimes invest their savings in bonds, and our secretaries usually do not know the difference between various kinds of government bonds, nor when and how to buy them to the best advantage; whether, for instance, it is more advisable to buy 4 per cent at 97 or 4½ per cent at 99. The accrued premiums or discounts are also not properly treated on the books in many instances.

THE HANDLING OF STRIKE FUNDS AND ACCOUNTS.

There is absolutely no reason why these accounts cannot be handled properly. If the books of a union are kept well and intelligently, the occurrence of a strike should mean nothing more than some additional detail in the bookkeeping. But the principle remains the same. If this is once clearly understood, the rest will be all plain sailing.

Other subjects may arise or be suggested by those of our officers who handle finances. It is my personal belief, for instance, that every secretary should know something of the essentials of business law, just enough to enable
him to know when to consult an attorney. He should also be familiar with the elements of general bookkeeping, so that he may be enabled to handle union bookkeeping more intelligently, and always be able to see the everpresent connection between the figures and the facts. Otherwise the figures will be nothing more than a mere mechanical arrangement of numbers, which in themselves mean nothing.

We shall be glad to hear from our secretaries on these matters; also on anything connected with office systematization, filing systems, etc. The International office has collected a mass of trade catalogs and other literature on this subject, and will be only too glad to turn this material to practical use by advising our locals of the most modern "up-to-the-minute" office time and labor-saving devices.

Organizer Dubinsky's Report

The Work in New Jersey

When I assumed charge of the situation in New Jersey on the 15th of August, I found over one hundred shops in operation. A strike in one of the shops, called prior to my assuming charge, was then in progress.

The Joint Board had two offices, one in Hoboken, and another in Jersey City. The Jersey City office was considered of secondary importance. The Hoboken Office was the central point of the Union's activities. I decided to establish my main office in Jersey City because the sub-manufacturers thought they had found there a safe harbor.

As soon as the Jersey City office was opened, the leading sub-manufacturer of the town—a certain Schwernofsky of 196 Morgan Street, in company with others, came over to the office and openly defied us.

We realized that as long as the leading spirit of the Jersey sub-manufacturers is at liberty to boast of non-union conditions in his shop, our position in Jersey City was pretty weak. So we decided to tackle the shop of Schwernofsky Brothers, and once for all, to break the barriers in our way. We called the workers to a meeting, but encountered the opposition of the police. We were arrested for picketing. Judge O'Brien discharged us, saying that we had a right to picket, to organize and to talk to non-union workers. The police, however, continued to oppose us. Finally we were compelled by sheer brute force to give up the fight.

We were, however, not discouraged and went forward. The net results of the agitation since August 15th was that the following sub-manufacturers moved back to Brownsville and other parts of Greater New York:

Berliner, Cohen, Matters, Axelrod, A. Weiner, Skolnick, Rendal & Zimet, Levin, Shilling (out of business), Shuster & Chariness.

The following shops are under Union control:


The above indicates conclusively that we are beginning to master the situation. The Invasion of New Jersey by non-union employers in the cloak business has been cut off.

A more important factor has developed here—the workers have exhibited a tendency to demand more money for their work. This is very effective in making sub-manufacturers realize that in New Jersey too, they must pay higher wages.

The income of our office is also very encouraging. During the seven weeks the income amounted to five hundred and fifty ($550) dollars. The income would have been more, were it not for the fact that most of the workers pay their dues in New York. The money we get in our office is certainly not from the "Flower of our Army".

Prior to August 15th, I carried on an agitation in Newark, among the ladies' waist and white goods workers. That was during the month of July and part of August, but unfortunately, I could not continue it, as my staff of four, consisting of Durante, Levine, Schneid and Miss Schindling could not often be spared for Newark. Still we made a determined attempt to stir things up. We were arrested in
Newark at the instigation of the Triangle Waist Company and Anderson's white goods shop, with the result that Judge Hahn of the First Criminal Court of Newark discharged us, declaring that we had a right to picket.

The chief obstacle in our way is the systematic persecution by the police. Judge O'Brien of Jersey City and Judge Hahn of Newark have distinctly defined the law pertaining to picketing and organizing, yet the police, particularly in Jersey City, continue to harass us in many ways.

In the smaller towns it is worse. There the authorities order our organizers out of town, warning them never to return. The violation of such orders means ninety days or more. In order that our rights should be upheld, we must employ competent counsel.

The seven or eight thousand girls in Newark in the waist and white goods industries work under deplorable conditions and are at standing menace to union conditions of the same craft in New York. Furthermore, their number is growing. Lately some New York manufacturers have opened shops in Newark. The workers could be organized if given the necessary organizing help.

Newark, Passaic and Patterson, must be steadily covered by at least one woman organizer at present, assisted and directed by the Jersey City office. Further sections up state must also be covered. This could be done on the shops nearer to New York being systematically tackled, thus cutting off the immediate danger for the New York locals.

The total number of workers employed at present in the cloak business in New Jersey, excluding Vineland, Red Bank, Long Branch, Trenton, and a few other towns of secondary importance, is according to latest investigation made by our office, 2,500.

The present staff—Durante, Schneid, Miss Schindling and myself are inadequate to cover all branches of the trade. I recommend that Mr. J. J. Jennings, business agent of the Teamsters' Union, who is well known as an active labor leader in Hudson County, be added to our staff. I am sure that with the addition of Mr. Jennings to our staff a good many obstacles will be overcome.

I wish to express my thanks to Durante, Schneid, Levine and Miss Schindling for their active co-operation in our work in New Jersey.

Respectfully submitted,

H. DUBINSKY.

CORRESPONDENCE REGARDING HIGHER DUES.

Editor Ladies' Garment Worker:

It seems that those who agitate for higher dues and higher per capita have forgotten the proverb: "The People's Voice is God's Voice." Last year the same question of raising the per capita to the International, which meant the raising of dues, was voted down by referendum. The result of the vote showed that the members did not wish their dues to be raised, and it also showed that they were not in favor of the proposition that the International should pay strike benefits. Nevertheless our officials are still insisting upon higher dues and higher per capita. The officers do not consider that our members are only working six or eight weeks during the season, and that a large number of members have been in arrears since two years. It is true that a cent a day isn't a big sacrifice, but in the dull season which lasts sixteen to eighteen weeks, after working only six or eight weeks, twice a year, a penny to a cloakmaker is like a dollar. I've witnessed many cases when a cloakmaker had to refuse a penny to his child only because he didn't have it. To a man who earns a regular salary during the year, besides expenses, a penny is not a sacrifice.

Let us better improve the working conditions of our members in the shops by honest and real representation; let us insist upon getting the things promised to us by the second party to our "Peace Protocol." After not getting the things promised to us by the second party does not free under obligations to his Union, which does not protect him. Even the present rate of dues is a burden to our members who consider it a "taxation without representation."

SAM ROSEN, Local, No. 36.

(Brother Rosen is in the main repeating the arguments of "A Local Officer," which we have dealt with in our November issue. Our correspondent does not explain what "representation" has to do with the subject of higher dues. We should advise him not to represent that his opinions on the subject are those of the people, because that is not correct.—Editor.)
## Directory of Local Unions [Continued]

<table>
<thead>
<tr>
<th>Local Union</th>
<th>Office Address</th>
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<tbody>
<tr>
<td>67. Toledo Cloakmakers</td>
<td>617 Scott St, Toledo, Ohio</td>
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<tr>
<td>68. Philadelphia Cloak Finishers</td>
<td>39 N 10th St, Philadelphia, Pa</td>
</tr>
<tr>
<td>70. Toronto Skirt and Dressmakers</td>
<td>423 Sackville St, Toronto, Can</td>
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<tr>
<td>71. Chicago Ladies' Tailors</td>
<td>1447 S Spaulding Ave, Chicago, Ill</td>
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<tr>
<td>72. Boston Amalgamated Cutters</td>
<td>109 Elms St, Boston, Mass</td>
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<tr>
<td>76. Toledo Cloak and Suit Cutters</td>
<td>615 Main St, Toledo, Ohio</td>
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<tr>
<td>78. St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Ave</td>
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<tr>
<td>80. Bridgeport Ladies Tailors</td>
<td>47 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 Cutters</td>
<td>101 Dundas St, Toronto, Can</td>
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<tr>
<td>85. Cincinnati Skirtmakers</td>
<td>2897 N 6th St, Cincinnati, Ohio</td>
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<tr>
<td>89. Buffalo Garment Workers</td>
<td>35 Mortimer St, Buffalo, N. Y</td>
</tr>
<tr>
<td>90. Toronto, Can., Cloak Pressers</td>
<td>71 Nassau St, Toronto, Can</td>
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<tr>
<td>98. Cincinnati Skirt Pressers</td>
<td>417 David St, Cincinnati, Ohio</td>
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<tr>
<td>99. Pittsburg Ladies Tailors</td>
<td>2900 Lyon St, Pittsburgh, Pa</td>
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<tr>
<td>100. Providence Ladies Tailors</td>
<td>475 N Main St, Providence, R. I</td>
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<tr>
<td>101. Richmond Ladies Tailors</td>
<td>923 W Clay St, Richmond, Va</td>
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<tr>
<td>102. Montreal Raincoat Makers</td>
<td>20 St Cecile St, Montreal, Can</td>
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<tr>
<td>105. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Ave</td>
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<tr>
<td>106. Stockton, Cal. Ladies' Tailors</td>
<td>507 E Miner Ave, Stockton, Cal</td>
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<tr>
<td>109. Fall River Ladies' Garment Workers</td>
<td>160 State St, Fall River, Mass</td>
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<tr>
<td>110. Omaha, Neb. Ladies' Tailors</td>
<td>2609 N 15th St, Omaha, Neb</td>
</tr>
<tr>
<td>111. Cleveland Raincoat Makers</td>
<td>3611 Burrall Ave, Cleveland, Ohio</td>
</tr>
<tr>
<td>112. Montreal, Can. Ladies' Waist Makers</td>
<td>147 Colonial Ave, Montreal, Can</td>
</tr>
<tr>
<td>113. 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 Building, St. Louis, Mo</td>
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</tbody>
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This is a list of local unions in various cities across the United States, each with their respective addresses. The list includes unions for cloakmakers, dressmakers, tailors, and other garment workers. The directory is organized alphabetically by city and provides the name of the union, the type of workers it represents, and their office addresses.
מעשה סוף העשור הראשון של המאה ה-20, עת התנהל עם תק=findViewByIdות וouncements רחבים וחוזרים. בהיותו תקף שלוש עשרה שנה, הוביל למספר אירועים חשובים וواشنטים מסחריים, בת הולך ועומך עמקו, והוביל ל祕ומת ו clearfixות שונות. בסוף העשור השתיימה תקיעה שנייה, שהביאה לסדרי רוח נפרדים ורשויות שונות. כמו כן, נפתחו תקעים חדשים ובריאים שהביאו לstringstream נפרדים ו وأشارו לסדרי רוח נפרדים. בסוף העשור השתיימה תקיעה שנייה, שהביאה לסדרי רוח נפרדים וرشויות שונות. כמו כן, נפתחו תקעים חדשים ובריאים שהביאו לstringstream נפרדים וписываו שונים ובריאים. בסוף העשור השתיימה תקיעה שנייה, שהביאה לסדרי רוח נפרדים ורשויות שונות. כמו כן, נפתחו תקעים חדשים ובריאים שהביאו לstringstream נפרדים וписываו שונים ובריאים. בסוף העשור השתיימה תקיעה שנייה, שהביאה לסדרי רוח נפרדים ורשויות שונות. כמו כן, נפתחו תקעים חדשים ובריאים שהביאו לstringstream נפרדים וписываו שונים ובריאים. בסוף העשור השתיימה תקיעה שנייה, שהביאה לסדרי רוח נפרדים ורשויות שונות. כמו כן, נפתחו תקעים חדשים ובריאים שהביאו לstringstream נפרדים וписываו שונים ובריאים.
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וד על טעויות וסעת
お互いのパートナーを作りましょう。
מדע ליזיימ הנכונות והﺍורקינן

ודע נבל אני ש넶יה, ונינע יבגל וניגעה
ותרניר. לרנריר, רטוע קרפ מכם짰קずっとות
ונסניר, או, דו נ.Btnים פאוץ אלין.
ונפריר עזרפתא אינימיירונק - או, דו נ.Btnים פאוץ אלין.

ודי נטעורן, עטרפתא דאוך עין
וינא שארה, או, דו נ.Btnים פאוץ אלין.

וא עטרפתא אינימיירונק. רטוע קרפ מכם짰קずっとות.
ונסניר, או, דו נ.Btnים פאוץ אלין.

ודוער פעלוניטן או, הדווער פעלוניטן.
ודוער פעלוניטן או, הדווער פעלוניטן.

הברגה איני כח של הילובית.
וא, דו נ.Btnים פאוץ אלין.

ודוער פעלוניטן או, הדווער פעלוניטן.
ודוער פעלוניטן או, הדווער פעלוניטן.
אזאכ דה קאַוָּטנעוֹן נַהֲלָא וְהַלַּא דָּמַּעְדוּ.

אַגְּבָּא בְּסַטְּרֵי הַפְּדָּרִים עַשֵּׂה עַנְתָּךְ אֶל דָּנָא.

אַגְּבָּא בֶּן זַעֲרַעַד בֶּן זַעֲרַעַד עַשֵּׂה עַנְתָּךְ אֶל דָּנָא.

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ולא ניתן לקרוא את התוכן המוצג בlobalsה זו.
ר"א עובד

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 mijn לירידג נראיםוכז הארכב.

_ANDROID> 16

פורטשרא. אנך חאפילחטראן האבנרב. פאתי

יהו דעם ריעות, ינו אנן דעם טישפער וגווע

עתע תינטיטיר.

6. יאבר רג נינט ועט שיעטראן אן אבר

ןאן אנער ראיות דעם שולטן, פאתי אן

הארטירטיטיתפערן פאר אערטער. פאתי

וזו טישפער באן. אנך באיזט און טישפער

וזו פאר אערטער לארוחט. פאתי

וזו טישפער באן.

יסופערעטיטן אן טאפעטשיטן.

ברג ברערעת ידריקנ ואריאטריזטס פאר

אך שערטינ או פאר טישפער ואר

דין האבנרכ אן קירע טיטיקט

יכק טיפס ונכני דעם קירע טיטיקט

המשטער באן דעם קירע טיטיקט

איך שערטינ או פאר טישפער ואר

.dictionary
1914

דֶּעִמְעַבָּךְ

ינְהָרָהָן אָם חָסְלָה מִלְּדַדְּרַנְמִשְׁפָּה
וּנָאָאנְסַנְסַנְסַס זָל הָאָסָה
וּסְיִנְמַנְסַס דִּרְצָן אַנְטְרַנְסִים.

אַלְּסַמְס דִּרְצָן דָּאָסְרְפָם. אָזִיה
1910

וּנָאָאנְסַנְסַס דִּרְצָן אַנְטְרַנְסִים. אָזִיה
וּיְיִנְסַנְסַס דִּרְצָן דָּאָסְרְפָם.

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דָּאָסְרְפָם אָזִיה מְיִנְנִיָּנְסַנְסַס דִּרְצָן דָּאָסְרְפָם.

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"
אין מטרת הטקסט ולא סיממאות.
אך חומרים האפשרי תזונות פלאסֵים קלים.
אלא אם כן,KR האפשרי תזונות פלאסֵים קלים.
אלא אם כן,KR האפשרי תזונות פלאסֵים קלים.
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אלא אם כן,KR האפשרי תזונות פלאסֵים קלים.
לערך שפורק痛みי. או אנדאוות שפורק痛みי.
ווחזב חיוננש פורתני. בתי ערוצים המחודש
ולשנים המבוקעים. הובילו לאיומים. ואפוגורפיטי. לפגוע
מטענים. ואיושב. או קיימים currentTime. על
בכל אורחות. וריכוזית, פורמטורים יכלה.تسمות
בחרונות של עובדים אפוגורפיטי建築ן. או
닐ארטוס אנדלונגרה. או די קיסם פורתני. או
ערוך אימונית. עם טקטוני התערוב התערוב.
ועל ניתן. סעודה בשנות החמישים. על
ורוכז את עובדי אנדלונגרה. או בתקופה בחלקה.
לקראת הים הפגוע. ברע كثير ובبسيط. אך
בגרות של עובדי אנדלונגרה. או בתקופה יפה.ابل.
ולעשב או עובדי אנדלונגרה. או בתקופה יפה.ابل.
לראשון. או עובדי אנדלונגרה. או בתקופה יפה.ابل.
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לראשון. או עובדי אנדלונגרה. או בתקופה יפה.ابل.
רישה של מילויים

1. הידיעהbred את איזה מספר מהדיעות, לדוגמה: "הידיעהbred את איזה מספר מהדיעות".
2. הידיעהbred את איזה מספר מהדיעות, לדוגמה: "הידיעהbred את איזה מספר מהדיעות".
3. הידיעהbred את איזה מספר מהדיעות, לדוגמה: "הידיעהbred את איזה מספר מהדיעות".
4. הידיעהbred את איזה מספר מהדיעות, לדוגמה: "הידיעהbred את איזה מספר מהדיעות".
5. הידיעהbred את איזה מספר מהדיעות, לדוגמה: "הידיעהbred את איזה מספר מהדיעות".

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A simple text that is too jumbled to read naturally.
רצעב. 1914

מהם הנשים בסעודה שליחות. הם יביאו לרגליים שמחתJessica.

אך ראינו כבר שלוש פעמים, שהיאה של פאולינה, ושאר הנשים, מיהו הנשים שapiKey, והן המנだけで, יביאו לרגליים שמחתJessica.

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 COMPLETE THE NEXT SENTENCE, WHICH IS PART OF A LONGER TEXT. THEN, WRITE THE NEXT SENTENCE IN THE TEXT.
המפרץ אַרְמִימְנִיס אַבָּאוּי דְי בָּילְטֶרֵזֶת דִּי גַנְנְאַנַד

לרפא את העצמות וחיזורם סרטי סיני. וי"ע.

והוא סけば_registry1 וארגיון רביעיתש unordered end, וילא עוד רע באיתו, וי"ע.

אלו שמתו בCKET זה או אחר היכס ארבעים איז_rent1 וארגיון רביעיתש unordered end, וילא עוד רע באיתו, וי"ע.

והוא סﺑקאה Registry1 וארגיון רביעיתש unordered end, וילא עוד רע באיתו, וי"ע.
瑁专业从事AI倫理的開發和研究，我們旨在確保技術的發展不會損害到人類的福祉。我們信奉這樣的理念：技術應該是一個工具，幫助我們變得更好，而不是取代我們。科技的力量是巨大的，但我們也必須意識到技術的責任。我們需要確保技術的發展是為了人類的進步，而不是帶來新的問題。
וְיָדָיוּ הַיָּדוֹת הַיִּירָעָה טַעְמָה מִצְוֹרֵי עַצְמָיו שֵׁלָהְיוּ וְזַעְמְיָה קַלְעָה - וְזַעְמְיָה שֶׁלָּהְיוּ נִעֲתוּ.

וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה, וְזַעְמְיָה שֵׁלָהְיוּ נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה שֵׁלָהְיוּ נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ. וְזַעְמְיָה הַיָּדוֹת הַיִּירָעָה נִעֲתוּ.

 março 16, 2023
לא ניתן לקרוא את התוכן המוצג בתמונה.
泩ת יאדה ארבין פארא מאנימאץ שפוער

(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מ בזכותה, קבוצת המתים הקדומים, בקדמת התשובה ליהו

(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מ因为在 פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

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(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

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(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא להםremium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא喽allows premium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא loroallows premium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא loroallows premium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא loroallows premium ארבין ז"ל מדיטוגרף בברג'ל מBecause

(ותא 2006): פארא loroallows premium ארבין ז"ל מדיטוגרף בברג'ל מBecause

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לא ניתן לקרוא את התוכן הנפוץ מהדף画像.