The Ladies’ Garment Worker, Volume 7, Issue 1

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PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

By the

International Ladies' Garment Workers' Union

32 Union Square, New York
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HOPES AND PROSPECTS FOR 1916

Our union is entering on the new year with hope and fair prospects. Guided by the experience gained in 1915, the plans now being matured for new and important enterprises promise certain success.

The past year was one of strenuous activity over a wide field. Our International Union went through one of the most trying times in its history. It was confronted by insidious and powerful enemies that threatened its very life and existence, but faced them bravely and without fear. The victories won and attacks repulsed are so fresh in all minds that it is needless to refer to them in detail. In spite of adverse economic circumstances beyond possible control, the International Ladies' Garment Workers' Union has raised its prestige throughout the country.

In the recent fall season work was not as plentiful as was expected. The new fashion of plush and fur trimmings and plain skirts simplified the work of the operator and finisher. This economy in workmanship was profitable to employers but distinctly disadvantageous to the workers.

The style factor is, of course, utterly beyond the control of the union. In such circumstances, where the demand for labor is less pressing, the employer is inclined to be more restive and less yielding. Even the best agreement in our industries must leave many details unprovided for, subject to the good faith and sympathetic attitude of both parties. When the season is very brisk, the price of labor is naturally high, and a pliable instrument like some of our collective agreements can be made to yield a maximum of good results. But if the season is characterized by a medium demand for labor the workers must be satisfied to hold their own. In modern competitive industry this factor is undisputed and all trade organizations are guided by its operation. In this connection let us not dwell on the dead past but rather act in the living present and prepare for the future.

It does not follow that because difficulties could not be adjusted in time to make the new standards operative during last fall season, they cannot be
made effective for the next and future seasons. At the forthcoming adjustment of prices, which very soon will be in progress in many shops, it devolves on the piece workers to insist on the stipulated standards of 70 cents for operators and 50 cents for finishers for an hour's work, and it rests with all the members of the union to guard jealously every right and privilege guaranteed by the agreement.

* * *

THE SITUATION IN THE WAIST INDUSTRY

Never since 1910 have the workers in the waist and dress industry been more awake to their interest than at this present moment. Before 1916 has left any impress on our time, the waist and dress makers of New York, Philadelphia, Boston and Newark will have contributed an important chapter to the history of organization in the ladies' garment industry.

Three years have elapsed since the industry in New York was placed on a basis of peaceful adjustment of disputes. By prolonged agitation and concentrated movement in 1912 the union succeeded in convincing the influential employers in the industry that a measure of industrial democracy implied in collective bargaining would be attended by benefits to both, employees and employers. That necessitated the organization of both, and employers as well as employees co-operated in an attempt to introduce rule and reason where arbitrary action, danger to life and limb, and anarchy as to work prices had existed before.

Soon, however, it was found that the protocol, which was the theory for the new order of rule and reason, was in many essentials disregarded by many employers who apparently did not dream of helping to realize it in practice. This was a type of employer who had been used to fight every inch of the ground against innovations in favor of the workers. He was now a member of an association which was pledged to co-operation with the union in order to eliminate ruinous competition and uplift the workers. Most of these were women workers, (84 per cent), subject to starvation wages and unseemly treatment by bosses and supervisors. In theory he was a member of the association, but in practice he resisted both the union and association, and when found out, he left the association and became an independent employer.

* * *

UNFORESEEN EVILS ARISE

Even many influential employers, who in theory subscribed to the idea of co-operation and thorough organization of the trade, in practice obstructed bringing the employees under control and voluntary discipline. They encouraged the non-union element and withheld the stipulated preference from the members of the union; so that the unorganized have ever since been a source of competition with the organized workers and a problem still awaiting solution.

Meanwhile the legitimate hunt for profits engendered a series of evils that had not been anticipated at the time of framing the protocol. During the last three years the waist trade, like the cloak trade, has seen a mushroom growth of jobbers, contractors and sub-manufacturers. We have always contended that this is an unnatural growth—a canker blossom on the industry. The tendency of modern industry is to concentrate in ever larger factories. In our industry profit-hunting and evasion of union conditions incline a number of employers to multiply contractors and sub-employers. These are mostly migratory employers
—birds of passage—who are bent on reintroducing the sweating system of thirty years ago. Were it not for the ceaseless activity of our union and the enlightened public opinion, present conditions, owing to the prevalence of sub-manufacturing and contracting, would be as bad or even worse than formerly.

For mark what bearing this outgrowth of sub-manufacturing has on the subject under discussion. Under the rule of the protocol a rational system of price adjustment has been in force—the workers of every shop bargaining collectively with the employer for reasonable piece rates. But sub-manufacturing being migratory and elusive, the employer fostering the system is enabled to defeat the purpose of the protocol and nullify the institution of collective bargaining.

It has actually become possible for employers, members of the association, to have union shops in New York and non-union shops, under different names, out of town, in New Jersey or elsewhere. Intimidation of the workers at price bargaining is openly resorted to by these employers. If the union workers insist on prices affording them a living wage, they run the risk of the employer carrying out his threat to send the work out. In many cases the work is sent out and made by non-union workers at low wages, while active and loyal members of the union go idle or are replaced by more docile employees.

PROTOCOL MUST BE REVISED

Thus nominally the condition of the workers is said to have been ameliorated, while actually the average earnings in numerous cases have remained low. The crisis entailed by the war has given this kind of employer the very opportunity he sought, and now the question is: can the workers remain passive to this gradual encroachment on the fruits of their toil?

In the three years since the settlement of January, 1913, the waist industry has certainly grown richer, and, as the cost of living has risen, the workers therein have become poorer. The union has every desire to maintain the peace then concluded and establish it on a firmer and more lasting basis, but this can only be done by revising the protocol to suit changed conditions. A $50,000,000 industry must not be allowed to thrive by starving or over-working its employees, and the officers and members of Local No. 25 are acting with wise forethought in discussing most needed modifications.

We feel that the employers cannot fail to consider the proposals soon to be presented to them in conference, and believe that a way will be found to improve working conditions and place the relations of employers and employees on a more scientific basis.

WONDERFUL AWAKENING OF PHILADELPHIA WAISTMAKERS

Side by side with the movement in New York, a promising movement is proceeding among the waist, silk-suit and children dressmakers in Philadelphia, and all—the leaders, as well as the rank and file—are looking forward very hopefully to a bright future.

The situation in Philadelphia is different from that of New York, inasmuch as no kind of understanding with the employers has been in existence in the waist trade. Early in 1910 the waist makers of Philadelphia followed the example of their sisters in New York and conducted a general strike for better conditions. After a prolonged and bitter struggle, a set-
tlement had been effected but did not prove lasting. A wave of indifference to the union soon overtook the mass of the workers. As a result the union gradually lost ground, and working conditions kept deteriorating until they became positively intolerable. For four years the employers have had full sway in the shops, bringing prices and general conditions down to the lowest possible ebb, until Brother Silver of New York, sent by the International to Philadelphia, succeeded in arousing the waist and dress makers from their stupor and remolding their faith in the union.

A good, strong army has now been mobilized. All sections have been united in a solid organization. The next couple of weeks are to determine a question of supreme importance to the workers; namely, shall arbitrary, medieval methods in the waist shops rule unchecked or shall hours be regulated, wages advanced and the workers uplifted and given a voice in the determination of labor conditions?

Justice, common sense and a regard for the welfare of the toilers point the way to the latter alternative being adopted by business-like negotiation in conference. It is the workers' labor power that creates the profits of trade, enriching the captains of industry; so that their welfare must be amply provided for.

The workers themselves must help to bring about this improved condition by standing together. They must profit by the experience of the past four years: Disorganized—every worker for himself or herself—they were at the mercy of the boss and compelled to do his bidding on his own terms. We believe, that state of affairs is past and gone. The Philadelphia waist, silk suit and children dressmakers are increasing their organized strength day by day and are insisting on due recognition and fair treatment, and—they are going to realize their hopes and wishes. * * *

WAISTMAKERS OF BOSTON TOO Pursuant to a decision of a recent meeting of the G. E. B., steps have been taken to direct the wave of organization to the waistmakers of Boston. A movement has been started, and its rapid progress warrants important events in that field simultaneously with the stirring events in other fields.

The Waistmakers' Union of Boston, Local No. 49, won a victory in March 1913. A collective agreement was signed providing for union conditions of wages and hours, collective price-adjusting in the shops and dealing with grievances by conciliatory methods. But for want of experienced conciliators to work the instrument outlined so well on paper, the machinery was never perfected and that part of it proving serviceable was allowed to fall into disuse. Dissatisfaction in the ranks and disorganization speedily followed, but this supervening indifference did the workers no good; it rather benefited the employers at the workers' expense.

We are glad that the waistmakers of Boston are now realizing the actual needs of the present; that instead of dissatisfaction with the union they are fast becoming imbued with a healthy discontent with conditions imposed on them because of lack of organized power.

The shirt waist girls of Boston need the spirit of get-together which begets organized power, and with the realization of this power the employers will conceive more regard for their employees and concede better labor conditions.
In the last few months events have been quietly shaping themselves towards bringing into line the workers of several trades in Greater New York which have not heretofore come into great prominence owing to backward trade conditions. These are the children dressmakers under the jurisdiction of Local No. 50, the wrapper and kimono workers under Local No. 41, and the embroidery workers under Locals No. 5 and 6.

The experience of the last few years has shown us that things done by halves have to be done all over again. Locals No. 50 and No. 41 both had conducted general strikes in 1913, but in both cases the organization of the trade was left uncompleted. Hence the victories won simmered down to nil. The workers in these trades stand in sore need of uplifting. Weekly wages have fallen, in many cases, as low as $4.00. This is a situation that must be speedily remedied. The International has kept these workers in mind all the time, and notwithstanding stress and strain in various quarters it has maintained organizers in the field. Results have been slow but steady, and now both of these trades are in shape for a general movement.

The collective agreements signed in 1913 failed because the workers did not develop sufficient power to make the employers live up to their obligations.

The workers must realize that in order to gain substantial improvements and maintain them, they must watch over them through the organized power of the union and never relax in their faith and loyalty. This is the lesson that past experience should teach them. The union is ever ready to do things, provided the workers stand by it with their whole heart and soul.

We are glad that the embroidery workers are coming into line to improve their lot.

About a year ago they felt disappointed and discouraged. The panicky condition of trade last year, brought on by the world war, upset the plans of the International to raise the economic status of the embroidery workers. We knew that the movement would revive on the return of normal conditions. At the present time the revival is in full sight.

Given effective organization, the rest is comparatively easy. In such circumstances the workers must prove certain winners, whether they fight by negotiation or by a strike. The embroidery workers will get their rights and realize their wishes by effective organization.

**ECHOES OF THE SAN FRANCISCO CONVENTION**

We have already commented in our December issue on one or two noteworthy matters that came before the convention of the American Federation of Labor at San Francisco. Now that more detailed reports are at hand, it will not be amiss to refer to points of much interest.

**MATTER OF UNITED HEBREW TRADES**

One of the questions on which the organized workers of the entire tailoring industry focussed their attention was the controversy between the United Hebrew Trades and the Central Federated Union of New York. Our delegates—President Schlesinger of
the International and Brother Polakoff—felt that it would be particularly un­fortunate if the U. H. T. should be made to suffer because of its sympathy with the tailors who had left the United Garment Workers. The U. H. T. had meant well in harboring the locals of the Amalgamated Clothing Workers' Union; and having recognized its mistake, the breach between the C. F. U. and U. H. T. was practically healed. The convention adopted that view.

But to put the convention in the proper frame of mind, it was necessary to disseminate the right kind of information among the delegates, and this work devolved on Brothers Schlesinger and Polakoff; Assemblyman Shiplacoff, Secretary of the U. H. T., who attended the convention for this purpose; Brothers Zuckerman of the Cloth Hat and Capmakers' Union, and J. Goldstein, representing the International Bakers' and Confectionery Workers' Union.

The conference of all parties at interest, called by President Gompers, clarified the situation sufficiently to convince everyone that no good could possibly result from expulsions. A breach of discipline is very regrettable, but internecine war in the labor movement is unpardonable. It very often happens that the latter can be avoided by waiving harsh measures and appealing to the better side of human nature.

President Gompers is to be congratulated on being quick to fall in with this sympathetic view of the matter, and although the unfortunate differences in the ranks of the clothing workers have as yet not been composed, the conciliatory spirit of the parties makes us hopeful of a final adjustment of the dispute at no distant future.

The convention has referred the entire matter to President Gompers, whose mature judgment and common sense eminently fit him for the task of bridging the chasm and restoring harmony among the workers of one of the most extensive industries. The C. F. U., which has enough work to do, would be unable to carry on the educational work among the Hebrew immigrant workers with anything like the efficiency and beneficial results accruing from the efforts of the United Hebrew Trades. In the end much harm might result to the labor movement in New York from needless internal strife.

We have the highest regard for President Gompers as the man who has devoted his life to build up the trade union movement in this country and has made this life-work a success by sheer ability and sustained effort. It is therefore all the more surprising that he should so stubbornly stick to a view which in all industrial countries has been consigned to the scrap-heap long ago. President Gompers' position on this and legislative effort in other directions is glaringly contradictory.

We are glad to note that there was an increase of votes in favor of legislative enactment and that some members of the Executive Council voted with the minority. The contention of President Gompers reminds us of a Mr. Shipton and the old trade unionists in England twenty-five years ago. They used the same kind of argument against legislative enactment as President Gompers is using now; namely, (1) the workers would slacken in their economic initiative if shorter hours and minimum wages were enacted by law, and (2) that it meant calling in poli-
tics to do the work of the strike, and politics would disrupt the organizations.

Presently the Taff Vale decision came and upset the entire fabric of pure and simple trade unionism in England. Political and legislative activity, combined with trade union effort, as set in motion by the Independent Labor Party, subsequently culminating in the Labor Party in Parliament, has added a tremendous impetus to the trade union movement. Strikes have increased rather than diminished under the combination of political with economic action.

Such a view in regard to eight hours legislation was consistent for trade unions whose slogan was “no politics.” That was years ago. But if we now largely aim at legislative effort, it is the height of inconsistency to make exceptions on such flimsy grounds as advanced by President Gompers.

The only trouble with present legislative action is that laws remain largely inoperative, but that is rather Labor's fault. We are not organized enough, united enough and vigilant enough in pressing enforcement of labor laws.

Organized Labor must aim to be doubly strong. It must be able to back up the victories of strikes by the power of law and government, and since the main activity of the American Federation of Labor is directed towards political and legislative activity of all kinds, its program should exclude no project tending to make Labor’s position stronger and securer.

Reports of Officers to the Recent Meeting of the G. E. B.

REPORT OF FIRST VICE-PRES. PIERCE

I herewith submit my report for the months of May to October, inclusive. The first week in May I proceeded to Philadelphia to take up the situation of the Cutters Local No. 53. I called two meetings which were very well attended and tried to find out the cause of the cutters' lack of interest in their local both from personal conversations and at the meetings, and it may be summed up as follows:

The cutting branch of the cloak trade in Philadelphia has a great number of apprentices and boys. The percentage of mechanics is small, and the shops being small, the employer or designer does the cutting, assisted by a boy. Owing to this state of affairs the mechanics have little opportunity to secure a position, and those who are fortunate enough to have a job are jealously guarding it and are afraid to make it even known that they belong to a union. In the settlement made with the Manufacturers' Association equal division of work was ignored, and in many cases active men were laid off and cheaper men continued in employment. After considerable efforts a number of men again started to pay dues and show an interest in the local. While in Philadelphia, I assisted Bro. Silver with the American Branch of the Waistmakers' Union, Local No. 15, and in organizing the waist industry in Philadelphia which was progressing very favorably. From all appearances the entire trade will be organized in a very short time.

In June I received a notice from President Schlesinger to proceed to Cleveland, and after having a meeting with the Joint Board of Cloakmakers of Philadelphia, they placed Bro. Snyder to look after the cutters and promised every co-operation in order to thoroughly organize this branch of the trade.

On June 13th I left for Cleveland to take up the work of organizing the workers of that city. Trade there was very dull but I found the organizing work progressing very favorably. On June 22nd I received a telegram from President Schlesinger to go to Toledo immediately which I did.
That same night I held a meeting with the local executive board. The members were very much wrought upon over some grievances they claimed they had against the firm of Cohen, Friedlander and Martin, due to the methods employed by the superintendent, who had introduced the section system in one or two Cleveland factories before he came to Toledo, and also desired to replace men by women workers. Among the pressers the trouble was due to a change of system, allowing a presser to do the under pressing and finishing. The new system placed a number of men as under pressers and others as finishing pressers, which created a feeling of jealousy among the workers, who insisted upon the Union demanding a return to the old system or else place them all on week work.

I called on Mr. Ottensheimer of the Cohen firm with the secretary of the Central Labor Union of Toledo and had a two hours' talk with him about the conditions in his factory. He agreed to straighten out the operators' troubles, and, as I was later informed, he did so. The change of system in the pressers' question, he explained, was necessary in order to get out his orders on time. I suggested that the Pressers work in pairs, under presser and finishing presser working together. Under this method the work would not be held up and would not increase the cost of production. He agreed to do this and hold a meeting with his entire pressing department to talk over all their complaints.

While endeavoring to straighten out matters in Toledo, I received a telegram from President Schlesinger to leave at once for Cincinnati. I immediately got in touch with the Joint Board of Cincinnati and was informed that the operators in the Bishop, Stern & Stein shop had been questioned by the firm as to rumors around the city about a general strike movement, and that the workers had been listening to some outside agitators. The firm demanded a promise that they would not go out on strike. This they refused, and he only gave a few of the operators work and let the rest go idle. After a number of meetings the matter was settled and the workers returned to work. The whole affair was simply an effort on the part of the firm to break down our Union in Cincinnati, and only the determined stand taken by some of our members prevented them from being successful at that time.

Only by a general movement can we hope to have any permanency to our organization in Cincinnati. The membership is loyal, but the workers for the Bishop shop practically can control the organization owing to their numbers, and this excuse is used by those who are outside the Union. I feel that a fine organization can be built up in Cincinnati with little effort and expense to the office, and hope that something will be done at this meeting to provide for such action.

About September 27th I left Cleveland for Bridgeport to take up the work of the corset workers who had gone out on strike and had settled with an agreement providing 48 hours a week and other increases beneficial to the workers. Mrs. Scully and J. E. Roach, organizers of the A. F. of L., had handled the situation before I arrived. I found that four shops; namely, the Warner Co., the Crown, the Geo. C. Batchelder Co. and the La. Resista had all granted the workers' demands. All of these strikes were called and settled in a little over a week and some 2,200 joined the I. L. G. W., and formed Local No. 33, Operators, and Local No. 24, Corset Cutters of Bridgeport. Some 800 are of foreign nationality, which caused a great deal of confusion in making out their applications and hampered the work of perfecting the organization. I have opened an office for the American Branch in the Warner Bldg., also a branch for the Hungarian workers. They hold weekly meetings and the executive board of Local No. 33 has placed its financial secretary in the office on a weekly salary. The cutters, Local No. 34, has a 100 per cent of the trade organized and is a very aggressive and enthusiastic body.

About 1,200 of the Warner factory alone are members of the Union. The inexperience of the members entailed a great deal of work, but their attendance at meetings and their evident desire to learn the workings of an organization lead me to believe that the local will be permanent.

While working in Bridgeport I received a telephone call from New Haven that a meeting of corset workers was going to be held, and, in company with Mrs. Scully and J. Roach of the A. F. of L., I addressed their meeting. A number joined the Union and a few days afterwards, without our instructions, about 50 girls
quit work and came marching to the hall. We formed them into committees to picket the shop, and the following morning they got every worker, men and women, to join with them to the number of 600. We drew up demands, and in two days they returned to work with a signed agreement for forty-eight hours and an increase in wages. We also organized the cutters into Local No. 39. They have since elected officers and are holding weekly meetings. Two other factories manufacture corsets in New Haven; namely, the Strauss Adler Co. and I. Strauss. The Strauss Adler Co. is trying to frighten the workers against joining the Union, but quite a number have already paid their initiation fee. In the near future I feel certain that the workers of this concern will also be added to our list.

I installed the officers of Local No. 55, Corset Workers of Springfield, on October 14th. This local has been organized by Miss Schneiderman, and its members now work under Union conditions. On October 15th Local No. 55 held a dance which was the largest affair of its kind ever held in Springfield, and the profits were over $500. They have the makings of a fine organization.

As it is necessary to do a great amount of clerical work in connection with these new locals, and as I am continually on the go between Bridgeport, New Haven, etc., I engaged an assistant—a Bridgeport woman corset worker—who is competent to handle this end of the work.

The corset workers afford a large field for organization, and I hope the G. E. B. will lend every effort to organize them. The members all display the keenest interest in the locals and have been honored by having their chauffeur elected treasurer of the Central Labor Union of Bridgeport.

In closing I wish to express the sentiment and deepest gratification of the organized labor movement of Connecticut and Massachusetts at the acquittal of our seven brothers. I have been requested to inform the G. E. B. of the fact.

Writing more recently Vice-President J. F. Pierce says:

I believe you are aware that the agreements with New England firms, drawn up last fall at the termination of the strikes by the A. F. of L. organizers, Mrs. Scully and Bro. Roach, do not call for any recognition of the union, but grant the workers the right to have their grievances presented and reviewed by a committee of the shop representatives, where the grievance may arise.

This naturally made it hard for me to adjust troubles at the beginning. I sought to overcome these difficulties by calling upon the various firms in the corset trade in person. Soon they began to recognize me as representing the workers and they now do business with me as the representative of the Union. In the few cases we had we have obtained satisfactory adjustments. Our people here are still quite new in the labor movement and they require a great deal of education and training. We had here a few small strikes—one in the ironing department of the Batchelder Company—and after they were out a week we reached an agreement with the firm and the girls have all returned to work after having won their points. The cutters of the La Resista Corset Co. struck against a reduction in the price (they are all piece-workers), and after I saw the firm, an agreement was reached satisfactory to the men and they also returned to work. It was not necessary to call the girls out as the cutters have a 100 per cent organization, and though the firm visited each and every one of the corset cutters in the city, in an effort to have them accept a position promising them excellent wages, they refused, saying they were union men.

We are using every effort to enroll the girls who are still outside the organization. We are trying to make the meetings interesting by having lectures, parties and entertainments in connection with them. We have the local divided into an American and a Hungarian branch, and quite recently we have also organized a separate Italian branch in order to interest the Italian workers. They are having separate meetings now, two of which were addressed by Vice-President Cassatta from New York.

In New Haven we have organized the Newman shop completely. On December 8th I installed the local and the first payment of dues was taken up. We were agreeably surprised to find that over $100 was collected in dues at this meeting. They will now meet twice a month and everything promises to run in first rate order.

The Springfield Corset Workers, Local
No. 55, is maintaining a very satisfactory organization. Their meetings are well attended and Miss Rose Schneiderman, who is at present at Boston, is visiting their meetings at frequent intervals and keeps in touch with their organization.

Respectfully submitted,

JOHN F. PIERCE,
1st Vice-President.

VICE-PRESIDENT AMDUR'S REPORT

You are aware that after signing the agreements with the associations we had to go out and organize the shops. Several poor seasons prevented us from doing constructive organizing work. But with the beginning of this fall season we carried on a big agitation among the unorganized shops, and in a few weeks time we succeeded in organizing almost every shop in Philadelphia.

As a result of this, all the shops in Philadelphia have settled prices for the season, even in such shops where settlement of prices was not known for the last couple of years. In other shops we succeeded in raising the prices by a certain percentage. In the beginning of July everything seemed to be in our favor, but unfortunately work in the shops did not keep on very long.

At the beginning of this fall season we intended to have our agreement modified so as to make it a working instrument. At well-attended member meetings certain clauses in the agreement were thoroughly discussed and the matter was referred for action to a committee of fifteen working together with the Joint Board.

A conference with the employers was to be arranged, and President Schlesinger was to take the matter up, but unfortunately the plan of the committee was not carried out owing to the various troubles that our International Union recently had in New York City.

Later on, when the season proved poor, we felt that our manufacturers would not have granted us any changes in the agreement unless we had a good season's work.

During the month of July our relations with the Women's Wear Manufacturers' Association became strained.

In almost every important complaint the clerks could not agree, the Grievance Board was deadlocked because the Board is composed of three on each side, with no umpire at the meetings to have the deciding power. It remained for us to go with every case to Director Porter, and this was a procedure which is almost impossible and not very advisable for us.

I suggested to the Association that we select an impartial chairman to decide deadlocked cases with the right of appeal to Director Porter; but the manufacturers refused to accept the suggestion. We stopped going out on complaints as a result of this and a good many shop strikes and stoppages have occurred.

The Association brought charges against the Union to Director Porter, and after we made the situation clear to him, he ordered us to resume our relations with the Association and deal with complaints pending his decision. A few days later he decided that an impartial chairman be selected for the Board of Grievance, and it remained for the Union and the Association to make the selection.

I suggested a couple of names, but the Association rejected them. I agreed to one of their nominees who refused to accept the office, and it remained for Director Porter to name a person, which he has not done until now.

One of the main causes hindering the work of perfecting our organization was dullness of trade during the last few years. The fact that as soon as there was the least sign and hope for a good season our people, from almost every shop, came to the Union, leads me to believe that notwithstanding their dislike of the agreement, the spirit of Unionism prevails among them. It behooves us to struggle and keep the organization going until the opportune time will arrive.

Respectfully submitted,

MAX AMDUR.

VICE-PRESIDENT KOLDOFFSKY'S REPORT

At the last meeting of the general executive board held in Chicago, I submitted a report bearing on the work of reorganization which had been begun in Toronto and the bright prospects of establishing once more a strong Cloakmakers' Union.

On my return from Chicago I did not abate my efforts of organizing and strengthening our locals. I was then appointed business agent for our Joint Board. Our work progressed favorably and proved successful in every respect. The apprehension of many
members, that the increase in the dues to 25 cents per week would result in a serious impediment to the progress of the Union proved groundless. New members were constantly added and the receipts grew to considerable amounts. The Sick Benefit Fund, which was inaugurated last May, had, until the beginning of September, an average income of 50 dollars a week, which implied 500 members in good standing, besides the non-beneficial members. There was stirring life and activity everywhere. Shops, which had hitherto been totally unorganized were converted into thorough-going union shops, and in spite of the lamentable state of trade, unemployment throughout the summer, and the depressed condition in Canada consequent upon the war, our Union grew appreciably and held out hopes of still greater achievements in the future.

Our conflicts with the employers have been numerous. To say nothing of the wonted disputes over prices, discharges, and the like, there have been frictions of a more serious character. These, in many cases, led to strikes, which were, however, adjusted in our favor after but brief periods of cessation from work. The most important conflicts to be noted were those with the Canada Cloak Company and the "Patricia." In the former, the employers sought to introduce a new system of work which was detrimental to the interests of the workers; in the latter the workers demanded a resettlement of prices. In either case the strikes lasted but for five and seven days respectively and we completely won our point. In every instance I used my best efforts to prevent the conflicts from assuming such dimensions as to involve us in serious difficulties. Conditions in Canada demanded that this course be invariably followed. Our numerous disputes were due, on one hand, to the fact that the workers, becoming once again members in good standing, were growing bolder and more spirited, demanding higher wages and better terms; while the employers, on the other hand, strove hard to retain the conditions of the previous year, combatting with their utmost efforts the unions in whose growth they saw a menace to themselves.

The beginning of last September, however, witnessed a decline in the state of affairs. This was in part attributable to the fact that a considerable number of the younger men among the cloakmakers had left for the United States, as a result of unemployment or in anticipation of the introduction of compulsory military service in Canada. Moreover, our locals were hit when I was obliged to relinquish my office as organizer, while our Joint Board was unable to substitute another man, since their entire receipts went towards covering the deficit of last year which had amounted to over $1,500.

I regret I have been unable during the past few weeks to devote the requisite attention to the office, as I have been working in a shop, and unusually hard. Aside from this, another matter, which has a close bearing to our organization, engaged my attention. Thus the work in the office has suffered from neglect, and has had an unfavorable effect on the members.

A number of our members have not yet arrived at a complete realization of the duties and objects of a trade union and are not able to promote the interests of their organization without being constantly admonished and stirred to action. This condition and the abnormal, endless struggle with the boss will not be eliminated until some understanding with our manufacturers will have been arrived at, as in New York, Chicago, Boston, Philadelphia, and other cities. In order to compel our manufacturers to come to terms with us we must employ the same means as were employed in those cities.

Our locals in Toronto and Montreal expect the O. K. B. to render them the necessary assistance and support in obtaining similar working conditions in our shops as those achieved in the above-mentioned cities, through the great efforts of its chief officers.

Respectfully submitted,

S. KOLDOSKY,
6th Vice-President.
My First Month in the General Office

By AB. BAROFF

My entrance into the office of General Secretary-Treasurer has been almost thrust upon me. Of course, I do not complain. My colleagues have certainly done me no harm in appointing me to the office, and I cannot pose as a sort of martyr. On the contrary, I deem this office a great honor to me. I simply call attention to the fact, in order that those who know me should picture to themselves the mixed feelings passing within me when I undertook these responsible duties.

True, the labor movement is nothing new to me. It is now almost three decades since it has become a part of my life; yet it was with no light heart that I stepped into the shoes of my friend Sigman. Many and various emotions surged in my mind; many grave interrogations arose and demanded immediate answer. The most important of these were: will I be able to serve the workers in our industry in a manner redounding to my credit; can I live up to the obligations of my responsible position; will my entrance into this office be accompanied by victories for our International; am I big enough to occupy this honorable place in the councils of the union?

To all these queries I gave one answer; namely, I will try to devote my entire time and energy to our trade union movement, and let my numerous friends and comrades answer for the rest.

In course of the first month I have managed to familiarize myself with the internal work of the office and study the financial system, and I have also made myself useful by word and deed in the service of the locals that urgently needed my attention.

The Waist, Silk Suit and Children Dressmakers' Union of Philadelphia, Local No. 15, within the last seven months has grown from an insignificant body to such numerous proportions that the desire of the members for the formal recognition of the union by the employers has become very pressing. That shows that the workers in this trade feel strong enough to make definite demands on their employers for better working-conditions. Their main desire is that the determination of prices shall not be left to the arbitrary rule of the manufacturers, and a vigorous movement has been started by Local No. 15 to bring this desire into living reality. With this aim in view I was invited to their meeting which was attended by about 700 members. The next move to be launched to win respect and recognition for the union was very intelligently discussed by those present, a note of determination characterizing the proceedings throughout.

Not content with this, the local executive board has arranged a mass-meeting at which a committee of the General Executive Board, Brothers Laskovits, Halpern and myself were present.

More than 2,000 workers in this industry were assembled there, hundreds being turned back disappointed for lack of accommodation. It was a wonderful gathering of young women and men whose faces were lit up with new hopes and aspirations. They came to hear the final word—the word that imbued them with courage and enthusiasm.

Then we felt it necessary, in order to make positively sure of our ground, to confer with representatives of shops in this trade. To this conference came our President Schlesinger, and we feel convinced that the workers in this trade in Philadelphia will before long congratulate themselves on their complete victory.

The Children Dressmakers, Local No. 50, and the Wrapper and Kimono Workers, Local No. 41, both of New York, who conducted general strikes in 1913 and settled with individual and organized employers, have failed to retain the fruit of their victory. This had an adverse effect on their organizations which have been struggling for existence ever since.

In the last eighteen months the International has done all in its power to improve the situation by placing organizers in the field and assisting the locals financially. But until a few months ago it has been impossible to establish these locals on a firm footing. Recently, however, the workers in these trades have awakened to
the fact that by holding aloof from the Union they simply afford the employers a free hand to rule over their lives in the shops. An extensive agitation has now been started and the workers are rejoining these locals in large numbers. They realize the importance of the occasion and are increasing the strength of the organized ranks more and more.

Considerable attention has been given to the Embroidery Workers, Locals No. 5 and 6. It will be remembered that more than a year ago they were on the point of calling a general strike. As their organization was not deemed in proper shape at the time and the season's work suddenly slackened, the project of a strike had to be reluctantly abandoned. Many members felt disappointed and discouraged and lost confidence in the union. However, thanks to the active members and the International who stood by these locals, they are now recovering lost ground and expect to render a good account of themselves in the way of securing improvements. Demands on the employers are being discussed and the organization will be behind them in their efforts to bring desirable changes in their workaday lives, even if it should be necessary to resort to a struggle.

Local No. 25, Waist and Dressmakers of New York, has been demanding a good deal of attention. This local to which I belong and which I helped to build up, being one of the biggest and most influential locals of the International, has many grievances against the employers.

As a result of the general strike of three years ago the Dress and Waist Manufacturers' Association signed a protocol with the Union and a large number of individual employers signed separate agreements. In an extensive industry of this kind, employing in the height of the season some 30,000 workers, and subject to the whims and fancies of women's fashions and seasonal fluctuations, it was impossible to foresee the evils that were likely to arise and provide remedies beforehand. The experience of the last three years, derived from the working of the protocol and the close relations with the employers, have brought to the surface new and unforeseen problems and conditions. It follows that the protocol must be amended to meet these conditions and place the relations of the union and association on a workable basis.

During these three years new manufacturers have sprung up—sub-manufacturers and contractors—who by devious ways defeat the efforts of the union to get their employees into line. These outside workers naturally compete with the members of the union, and a strenuous organizing campaign must be initiated to reach these unorganized shops.

Thus Local No. 25 has two problems to solve in preparation for this season: to have the protocol revised in the sense of securing needful improvements from the Dress and Waist Manufacturers' Association, and to tackle the unorganized shops. The local is working up a vigorous movement. Preparations are being made; shop meetings, member meetings and mass-meetings are being held. All questions and proposed changes are being carefully considered and discussed by the members.

And Newark has not been forgotten. Newark, so near to New York, has 10,000 waist, dress, white goods and kimono workers. Every manufacturer who finds that he cannot keep his employees completely under his thumb, and that the good old time of industrial autocracy has disappeared, moves his plant out of New York. Many of this type have established themselves in Newark.

We have no objection to their change of location. Under proper conditions it would rather benefit the workers of Newark. But this sort of employer has no desire to benefit the people of Newark; he moves his plant in order to carry on his exploitation of the workers unchecked by the union. The International has now placed organizers in that field to prevent Newark from being a center of non-union and scab work. The workers of Newark are entitled to higher wages and shorter national hours and the International will see to it that they get it through organization.

A movement has been started among the waistmakers of Boston. In 1913 Local No. 49 conducted a general strike and the association of employers in that trade signed an agreement with the union, granting a number of concessions. Owing
however to various circumstances the fruit of the victory slipped away from the hands of the workers and the entire arrangement fell into disuse.

Ever since then Local No. 49 has been in a lethargic condition, receiving no wholehearted support from the majority of the workers in the trade. But now the situation is undergoing a change. A spirit of activity has set in among the people. Shop meetings and mass-meetings are taking place. It is to be hoped that this time the workers will have learned their lesson and will stick to the union, in the realization that only through well-organized and powerful unions can the wage-earners secure permanent improvements.

Thus I have in this short time devoted much of my time to the waist, dress and children dressmakers. The present is a favorable time in these trades. The season is expected to begin about January 15, and there are good prospects of uplifting the workers and establishing the locals on a secure basis.

I have also looked into the condition of all the locals in New York. It is still slack just now. This is naturally to our disadvantage—a condition which we are powerless to control.

Before concluding I wish to refer to our locals of corset workers in Bridgeport, Conn. These new organizations are active and energetic, and an effort is being made to enroll the remaining unorganized workers. Our local in New Haven has undertaken, with the assistance of International organizer Vice-President Pierce, to spread the net of organization among the non-union corset workers. Under the direction of the International good work is also being done in Springfield, Mass., where a strong local has been built up.

Many committees from various locals have been attended to and helped with word and deed.

I may mention that I have received every courtesy and kindness from the office staff, who have thus lightened my task and rendered it more pleasant.

I must also refer to the praiseworthy efforts of the New York vice-presidents of the International, who have responded to every call and have punctually attended all the meetings convened to consider and dispose of important questions.

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**Monthly News and Events**

**THREE COOPER UNION MEETINGS**

On the eve of the spring season of 1916 a parallel presents itself quite forcibly to our minds between the coming midwinter months and the memorable days of January and February of 1913, when the waist and dress makers and the women and men in the kindred lines of the ladies' garment industry waged a battle royal for a better living. The stirring days that gave powerful unions to the waistmakers and the white goods girls and planted a nucleus of organization in the other dress lines are not yet blurred in our memories. The experiences of 1913 will undoubtedly prove of immense profit in the new and coming battles for economic improvements.

The closing week of the year has seen three mass meetings in the big hall of Cooper Union. The waistmakers were foremost on the firing line. Local No. 25 marshalled its forces at a big meeting in Cooper Union on December 27th, where some of the demands presented to the manufacturers of New York—the proposed amendments to the protocol signed in 1913—were discussed. The gains of 1913 have gradually lost their substance and value in view of the steadily mounting cost of living. Dissatisfaction has gradually increased among the workers and the feeling is that the time is ripe for a thorough rehashing of relations, an increase in wages and strengthening the control of the Union in the shops of the Association. The waist and dress makers of New York are determined to prove to the world that they have the courage and the solidarity to present their demands and grievances in an upright way, to fight for them, if necessary, and win.

In connection with their plans the growing importance of Newark as a waist and dress center is not to be lost sight of.
Since the phenomenal growth of the Waist Makers' Union many employers have opened shops in Newark. On many occasions manufacturers involved in a dispute with the Union have solved their difficulties by migrating across the Hudson into Essex County. This danger to the stability of the organization was recognized by the International Union and an organizing movement started in Newark. Quite recently the General Office has taken up this matter in real earnest. Two international organizers are now in Newark and Newark will not be a haven of non-Unionism any longer.

Another Cooper Union meeting was that of the White Goods Workers, Local No. 62, on December 23rd. This local renewed its agreement with the Association of the Cotton Garment Manufacturers last winter. According to the terms of the contract the girls were to receive another raise of a half a dollar on January 1st, 1916. One of the purposes of this gathering was to inform the trade concerning this raise and take steps that this increase is not dodged or delayed in any of the shops of the Association. Another important purpose in view is to make a signal effort at this meeting to complete the organizing of the white goods workers in all shops that have not yet come into line. Among the speakers who addressed these meetings were Congressman Meyer London, Assemblyman J. M. Shiplacoff, International President Schlesinger, General Secretary-Treasurer Ab. Baroff, and S. Polakoff.

The third big meeting in Cooper Union was that of the Children's Dress Makers' Union on December 30th. The tireless efforts of the General Office to maintain the organizations of the children's dressmakers and wrapper and kimono makers have not been in vain. These trades have gone through such a continuous series of adversities, unprecedented, slack and bitter persecution that their survival is a matter of surprise. The General Office has given them generous assistance during these seasons in the hope that sooner or later it will be possible to place them on a healthy footing. The General Executive Board decided that the coming spring season is well suited for a general movement in these trades, and special organizers were appointed. The response of the workers was exceptionally enthusiastic and encouraging.

RESOLUTION BY THE ITALIAN ADVISORY BOARD OF LOCAL No. 25

Whereas, Brother Baroff has been connected with the organization for the past seven years; and

Whereas, During that time he has demonstrated his ability to direct the interests of our workers without partiality as to nationality; and

Whereas, He has been elected Secretary-Treasurer of our International Union and has therefore been obliged to leave our organization, we, the Italian Advisory Board of the Ladies' Waist and Dressmakers' Union,

Resolve, That while we deeply regret his leaving us we rejoice at his election and wish Brother Baroff every success in his new position, thus evincing to him the esteem, confidence and high appreciation of the Italian waistmakers.

Resolution Committee,

ROSINA LANDOLF,
V. D'AGOSTINO,
LUIGI ANTONINI,
ALFRED BONSIGLIO,
LUCY DI BLANDA

LETTERS FROM CHICAGO

Brother P. Finkler writes:

"Chicago affairs are gradually improving. It is true that the past fall season was far from satisfactory, but we are not kicking, and if the coming spring season will be a fair one we are sure to come out on top. You must not lose sight of the fact that after all, our cloakmakers have been conducting a union on a big scale only for a short while.

"As you well know, we have here two employers' associations. We are getting on quite peacefully with the bigger association—the Chicago Cloak and Suit Association. We are, however, having enough trouble with the smaller association, the North Side people. They behaved pretty well while there was work in the shops, but on the advent of the slack season some of their members began to discriminate against our better men. There is an employer here, by name B. Bornstein, who employed about one hundred men in his place. A short time ago he announced that he was going to lay off ten men, and when the union restated this he announced that he was giving up manufacturing altogether and was entering the jobbing.
We offered to give this matter over to arbitration, but he refused. The union was therefore compelled to take up this lockout; and, as we understand, his aim is to harass us at the present slack time and commence work again with the start of the season. We are told that he is at present doing some of his work in New York on the quiet and we expect the New York locals to prevent him hurting our people here by his unfair, strike-breaking methods.

"Some months ago we advised the Ladies' Tailors, Local No. 71, to invest their small treasury in the services of an organizer in order to put the local on a better standing. They followed our advice and have increased their membership considerably. There are approximately a thousand men working in this trade in Chicago, and there exists here an independent tailors' union that has a few shops under its control. The executive boards of those two tailors' unions met a short time ago and decided to amalgamate, that is, to have Local No. 71 merge with their organization. Naturally, I did not cherish the plan at the beginning, but it appears to me now quite a practical proposition. The membership of that union consists largely of Bohemian and German workers, and our people are confident that they will soon be able to convince them of the expediency of joining the International Union.

"Local No. 59, Waistmakers of Chicago, still have a small membership. They have had a dance here recently and have made some money. They are calling a mass-meeting now and are going in strong for organization work. To be sure, the clothing strike is hampering our work. Quite recently three of our girls were arrested for a terrible "crime"; they were found distributing agitation leaflets in front of the shops.

"Local No. 60, White Goods and Kimono Workers, are in a much better condition. Their meetings are well attended. The girls of the Herzog shops belong to this local. We have had a dispute in that shop about raises for their cutters and have settled it last week through Mr. Williams who acted as mediator. Now we expect to exert a stronger influence in favor of a raise for the girls with the co-operation of the cutters, the backbone of the shop."

Brother Ab. Bianco, Chief Clerk for the Chicago Cloakmakers' Union, has mailed President Schlesinger a copy of the following letter sent by the union to Judge Mack, Chairman of the Chicago Board of Arbitration for the Cloak and Suit trade. The letter embodies suggestions concerning practical matters which have caused misunderstanding between the union and the manufacturers, and reads:

Hon. Julian W. Mack.
Chairman of the Board of Arbitration under agreement of International Ladies' Garment Workers' Union with Chicago Cloak and Suit Manufacturers' Associations.

Dear Judge:

The award of your board, under the arbitration agreement between the above-named parties as announced by you on September 24th, 1915, has been in operation since the date of announcement to the end of the season. We are pleased to say that in the main, it has been working with satisfactory results, but as was to be expected, it has disclosed some deficiencies, in the matters that have not been provided for therein, or in provisions which have not been sufficiently explicit, which we deem very desirable, as a result of which, difference of opinion is constantly arising as to what some of the provisions mean, or what is prohibited and what is permitted under the terms of the award.

We would, therefore, ask of you, dear Judge, to kindly call a meeting of the Board of Arbitration to consider the advisability of embodying and making a part of the agreement as contained in your award, some of the matters contained in the subjoined suggestions and recommendations:

1st. We find that lack of provisions in your findings for a method of disciplining offenders who are found to have violated the provisions of the agreement — results in leaving an offending manufacturer in a position where he has lost nothing by having disregarded the provisions of the agreement, and on the other hand, the member of any of our unions is frequently punished too severely for a minor offense, because there is no provision for any fine or penalty which would be proportionate to the offense. We would, therefore, recommend that some provisions be made by your Board empowering the Adjustment Board to impose fines in a graded manner, which should bear some relation to the offense committed. The fines may consist either of payment of a fixed sum, or on the laying off or suspending of the work for a short period of time, say a day or more. The money collected should go to a common treasury of the parties to the agreement and should be applied toward the payment of the joint expenses of the parties betwixt.

2nd. While the award implies the existence of the office of a shop chairman, his duties or powers are not clearly defined. Controversies frequently
arise as to whether a given action on the part of a shop chairman is justified or permitted by the terms of the agreement. Cases have occurred where men functioning as shop chairmen have been discharged because the person concerned, honestly believing that it was his duty to do a certain act, was held by the employer not to have been justified in acting as he did and the man suffered the penalty. The adoption of a rule explicitly defining the functions and powers of a shop chairman would remedy this difficulty, if not entirely eradicate it.

We submit herewith a draft of rules for shop chairmen for your consideration.

3rd. We would also suggest that a rule be adopted, providing that the price committee with whom the employer is to deal in fixing prices on garments is to be only a committee selected at a shop meeting arranged by the union.

4th. Since the announcement of your award, the Council of Conciliation of the cloak industry in New York City have again taken up the matter of overtime, which you will recall, was reserved for further consideration at the time of our hearing in Chicago, and have decided that no overtime work shall be done on Saturdays. We would ask for a similar ruling in Chicago, both for the sake of establishing uniformity and also for the sake of the desirability of preventing overtime work, as far as possible, in an industry suffering such chronic lack of work as ours.

5th. To make the provision for equal distribution of work among the workers (page 9 of the printed report of the award) effective and to better insure the carrying out of the same, we would recommend that the rule should be extended to apply to an employer in case an employer does any part of the work himself, or to any employer who is acting either as vice-principal, or a work 'worker who is temporarily required to do work ordinarily done by piece workers, as for instance, a sample worker who is given the work of a cloak operator or of an ordinary piece work finisher. We take it that the spirit of the award is to as far as possible equalize the opportunity for each employee to participate in the work that is to be done; so that the earnings may be as nearly equal among all employees during the slack season as practicable among any group of men doing the same work. We believe that the adoption of the above rule would tend to insure such equality of earnings.

6th. We find a great deal of reluctance among our members to accept the office of shop chairman because of a feeling that in accepting such office he is jeopardizing his position as an employee in a given shop. As above stated, employers claim the right to discharge a shop chairman because of error of judgment on his part, in believing that a certain duty devolves upon him as shop chairman in acting in a certain manner, which did not meet with the approval of the employer who discharged his power of discharge.

We would recommend the adoption of a rule that would prohibit the discharge of a shop chairman for any action which comes within the defined power (as above recommended) of such shop chairman. A similar rule to apply to members of the price committee, and where discharge is desired by an employer, he should first file complaint against such person with the Adjustment Board and the power of discharge be lodged with such Board.

7th. That the unions be furnished with the names and addresses of contractors employed by manufacturers or members of the association, and the rule of equal distribution of work should be applied to such contractors by giving out such proportion of work to contractors as the proportion of the number of their employees bears to the number of employees of the inside shop. The schedule of prices for week workers and piece workers applying in fixing piece work should be the same as those of the inside shops. No new contractor or sub-manufacturer should be given work by any employer during the slack season. The term "slack season" is hereby meant the period between the day of the... to the day of... for the spring season and the day of... to the day of... for the winter season. A contractor's shop is hereby defined to be a place where cut garments are made for a manufacturer. A sub-manufacturer's shop is hereby defined to be a place where the employer receives cloth and other materials for the manufacture of ladies' garments from another manufacturer or jobber and is converting such materials into ready-made garments and selling the same back to the manufacturer or jobber from whom he purchased or received such materials.

8th. In cases where the union charges an employer with doing work for a strike-bound house, the work is to be immediately stopped and in such case, a stoppage of work is not to be considered an infraction of the provisions of the agreement prohibiting the calling of any shop strike or general strike (pages 10 and 11 of the Report). The question whether the work done is or is not done for a strike-bound concern, like any other question, is subject to investigation and decision by the Adjustment Board.

9th. To permit a just distribution for the purpose of avoiding disputes as to who may be entitled to do certain pressing work in a given shop, the following should be adopted as a definition for the classification of work to be done by pressers and underpressers: All underpressers are to be entitled to press all the open seams on lined, half-lined and unlined garments, including the seams of the sleeves, armholes, shoulders, necks, etc., and do all other pressing on the garments that may be required thereon before the lining or finishing of the same by hand.

10th. For the better enforcement of the provisions hereof, we recommend the adoption of a rule that wherever an employer, being a member of the Manufacturers' Association, refuses to abide by the decision of the Adjustment Board, or, in the event of an appeal from such decision, fails or refuses to abide by the final decision rendered by the Board of Arbitration, then such employer should forfeit all rights, or benefits hereunder and the prohibition of strike should not obtain as to such employer.

Very truly yours,

J. H. Board, Chicago Cloakmakers' Union of Chicago.

CHANGES IN BALTIMORE

Things are taking a favorable turn in Baltimore for the cloakmakers. The unpleasant and chaotic conditions of the last ten months have fortunately passed away and the active men of the local are again
at the helm, building up the organization.

Brother A. Brightstein, for many years connected with the local, was again elected business agent and has assumed charge of the office. The problem in Baltimore today is the organization of the skirt trade, a trade which has become a girl's trade. Of course, this makes it rather difficult for organization work and the local is now in search of a woman organizer to help them along.

A PROMISING WAIST LOCAL IN WORCESTER

For a young local, the new Worcester local No. 43 is getting along very nicely. The waist and white goods girls of Worcester will be enrolled in the union before long. Next month a big mass meeting will take place at which General Secretary Baroff Is booked to speak. In passing, it might be said that the organization campaign now undertaken in Boston among the waistmakers will have its effect on the waist situation in Worcester as well, as the Worcester employers look up to Boston as a rule and watch conditions there.

The group of corset girls which Miss Schneldeimer has organized during last fall in Worcester among the employees of the Royal Worcester Corset Company, keeps intact, meeting occasionally under the guidance of a committee of the Central Labor Union. They are determined to start a big campaign among their co-workers just as soon as the season begins in January.

LOCAL No. 1 OPENS A RAND SCHOOL CLASS FOR MEMBERS

The Rand School courses of the International Union have not been renewed this year. It appeared upon close investigation that the response of the locals to this educational proposition was not what it ought to have been and the attendance slumped down considerably toward the end of the course.

However, individually, some locals thought the scheme worth while, and now the Cloak Operators, Local No. 1, has contracted for a fifty-men course with the East Side Branch of the Rand School for the entire winter. They have the class in session already and expect to get good results from it.

A DEPARTMENT OF RESEARCH AT THE RAND SCHOOL

The unions of our International, who have in the recent past conducted investigations into their trade conditions, will be interested in the fact that the Rand
School, New York's workers' college, has established in connection with that institution a Department of Research, the object of which is to contribute to the labor movement the scientific information and support of which it stands in so urgent need and for the production of which it has at present no organization of its own. Among the many concrete problems that our own organizations have had to face in the past few years, were the questions of standardization of trade conditions in the cloak and suit and waist and dress industries, which required very costly investigations that the unions had to pay for in part. For this information the labor movement had to rely hitherto upon outside or temporary agencies which in their nature place limitations upon the nature and result of the work. The organization of this department ought to be welcomed by the labor movement of the country as the attainment of a new, powerful weapon in its hands, which will place at its disposal the valuable facts underlying the economic disabilities of the working class and their remedies.

**RESOLUTION ON CIVIC RIGHTS FOR JEWISH PEOPLE**

Adopted by the A. F. of L. Convention at San Francisco

Resolution No. 113—By Delegates Benjamin Schlesinger and S. Polakoff, of the International Ladies' Garment Workers' Union; Max Zuckerman of the United Cloth Hat and Cap Makers of North America; Jacob Goldstone, of the Bakery and Confectionery Workers' International Union:

WHEREAS, It has been the good fortune of the people of the United States to be comparatively free from the turmoil of the European strife, its hatreds and prejudices; and

WHEREAS, The people and the Government of the United States are in a position to exercise a beneficent influence in aiding the world to lay a foundation for a durable and permanent peace based upon justice to all; and

WHEREAS, In some of the countries of Europe the Jewish people are still deprived of elementary, political and civic rights, be it

RESOLVED, That the American Federation of Labor requests the Government of the United States to urge upon the governments of the nations of other countries to cease discriminations wherever it exists and now practiced against the Jewish people; and be it further

RESOLVED, That the same appeal be made by the American Federation of Labor to the organized workers of all nations.

The committee recommended concurrence in the resolution as amended and that if adopted the resolution be referred to the delegates to the Labor Peace Conference, when selected.

A motion was made and seconded to adopt the report of the committee.

President Gompers: Brother Bevin, Fraternal Delegate from the British Trade Union Congress, informed me while chairman Perkins was reading this resolution, that the British Trade Union Congress at its session last September adopted a resolution of a similar character, urging upon the government of Great Britain that the principles and declarations contained in the resolution should be urged and pressed upon the governments which are offending against that principle.

The motion to adopt the report of the committee was carried.

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**JOHN B. LENNON'S PLAN OF TAILORS' AMALGAMATION**

John B. Lennon, Treasurer of the American Federation of Labor and a member of the Journeymen Tailors' International Union, has submitted a plan of eventually amalgamating the unions in the tailoring industry; namely, Journeymen Tailors, Garment Workers and Ladies' Garment Workers. The plan, according to the A. F. of l. News Letter, includes the following features:

The three internationals create a permanent conference committee to meet at least four times each year to consider ways and means to jointly promote the interests of the interested workers.

That all questions must receive a unanimous vote, or, in other words, the representatives of one union can veto action.

In cities where only one international has a local, this local may admit to membership persons eligible to either of the three internationals.

Jurisdiction questions shall be referred to a sub-committee which shall “endeavor by persuasive methods to settle the question.”

During strikes or lockouts, members of
unions not directly involved shall not work at affected places.

The conference committee shall have power to extend the scope of its duties after the plan has been ratified by the three internationals.

Treasurer Lennon submits this plan in the hope that the discussion will develop a friendship and understanding necessary for the formation of one great and powerful international union "which would guarantee to each section of the trade that self-government that would protect the interest of all.

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**Of Interest to Cloak Trade of New York**

**Council of Conciliation to Meet on January 11th**

The Mayor’s Council of Conciliation in the cloak, suit and skirt industry of New York is scheduled to meet on the 11th of this month to consider matters referred to it by the union. The requests, briefly summarized below, had been first submitted to the association in conference, but the parties failed to come to an agreement. The union's requests were, in substance, as follows:

1. Where manufacturers are proved to have violated the minimum standards for piece workers, agreed upon between them and the price committees, such manufacturers shall be required to make good to the employees the difference between the price stipulated and the price paid. The association conceded this point in the case of week workers the association was satisfied that where the stipulated scale was not observed, the employees shall be entitled to back pay for the one week only during which complaint was filed, but the union desires full pay.

2. The employees shall be entitled to a specified bonus for sample duplicates made for salesmen, for the reason that extra care has to be taken in making these particular garments. A certain percentage above price is now in vogue, but presumably there is no understanding or rule for determining the precise extra amount. This matter was referred to the chief clerks of both parties.

3. This point has reference to the article in the agreement providing for the establishment of a Joint Board of Control to enforce standards throughout the industry. The precise functions and procedure of this board were to be clearly defined at the recent conferences, but the conferees could not agree; each side placing a different interpretation on the intentions of the council in this provision.

4. This point relates to the question of preference to members of the union, which had been embodied in the protocol of 1910 and retained in the new agreement of July, 1915.

Preference to union workers is one of the basic principles of the peace pact between the union and the employers. Without it the union can exercise no proper control or influence over its members. It has been laid down by the Board of Arbitration in the waist and dress industry that preference means not only that the union worker is preferred in getting employment, but in retaining his or her employment at the end of the season in preference to the non-union worker.

The association contends that the preference clause applies only to the time of hiring employees, while the dictates of ordinary common sense render the preference clause applicable at all times; otherwise the employer does not really maintain a union shop as provided for.

A clear decision on these points is of vital importance to the workers. Without a thorough understanding on such vital matters it cannot be said that the agreement framed by the Council of Conciliation on July last is in proper operation. The union believes that the council will have no difficulty in arriving at a satisfactory conclusion.
That unity in the labor movement is a consummation much to be desired has never been questioned. All agree that closer unity is an urgent necessity, and that the sooner we can manage to bring it about the better for the interest of the working class. What then are the difficulties in the way? Are existing differences so deep as to render joint action for certain set purposes impossible, and ultimate unity hopeless?

Pessimists, dogmatists and irreconcilables believe that co-operation is impossible even in matters on which the various sections and schools of thought agree. For years they have been in the habit of seeing splits and secessions caused by the slightest difference of opinion, and to them any suggestion for closer unity in the labor movement is held to be utopian. But such people may be grouped with those who learn nothing and forget everything. If we were to institute a thorough inquiry we should find them both in numbers and influence a negligible quantity. Their number is diminishing year by year. When a few years ago the subject of closer unity came to be discussed in socialist and trade union circles in Great Britain the attitude of the irreconcilables, notwithstanding their presumed powerful influence, could not prevail against the merging of forces in the Labor Party, and they were left far behind the march of events.

The characteristic of the irreconcilable is stubbornness. We sometimes call it fanaticalism, and in the shallow and ignorant—prejudice. It is the attitude of people who claim that only their sociological theories are the truth and nothing but the truth. It is the mental trait of the extremist, or rather the egotist. Stubbornness is invariably centered on self and speedily develops intolerance, bitterness, and recrimination. There ought to be no place for such in the labor movement, which is essentially a movement for betterment, and as such must avail itself of every opportunity. It cannot sacrifice positive present achievements to future possibilities.

Happily, all sections of the labor movement have been, within recent years, converging toward this point of view. The best proof, if proof were needed, is that prominent socialists have rallied whole-heartedly to the support of every movement to improve working conditions, and that leading trade unionists, even President Gompers himself, have urged political support for such staunch Socialist Party men as Harriman in Los Angeles and Meyer London, and A. Shiplacoff in New York. Thus the attitude of irreconcilable extremists is spontaneously brushed aside by the exigencies of practical life which are superior to any theory.

In every-day experience persons diverging in political and sociological theories often agree in practical matters. It would be tragic and ludicrous if people so disagreeing were to refuse to make common cause when threatened by a common enemy. Even hostile parties join hands and form coalition governments in time of national crisis; and for the time being divergent political theories seem as if nonexistent.

In face of our common enemy the divergent sections of the labor movement are precisely in a position necessitating common defence and joint action for set purposes and definite aims. However precious their ideals might be regarding the future, they are not justified in maintaining an absolute cleavage. Two hostile camps render their common enemy more powerful, while co-operation in practical matters on which they do not disagree would be attended by immense benefit to both.

The labor movement is passing through a great crisis. It may emerge therefrom purer, stronger and more stable. Its ideas may find permanent realization in the social conscience of nations. We hope for the best. But in the meantime we are confronted by a menace that cannot be regarded with a light heart.

Just now not a few cherished notions are in the crucible of the world war. Prior to June, 1914, the labor movement in all countries grew steadily in numbers and influence. Never was its advanced wing—the Social Democracy—more sure of its
future; for until then it had made rapid strides in Europe and America. Its adherents had always feared war and had denounced it in unmeasured terms. Party leaders in Germany, France, Italy, England, Belgium had felt convinced that the steadily growing influence of their parties would make the governments think twice before plunging into it. But what actually happened need not here be repeated.

Almost a year and a half has elapsed since the hopes of progressive people everywhere, that the peace of the world depended in a large measure on the organized socialist and trade union workers, were shattered. Moreover, the shock originally felt at the reversal of long-cherished convictions passed long ago. We have gradually become accustomed to the unpleasant fact. We try to explain it away and take comfort in hopes of reconstruction after the war that must for a long time remain wishes.

And so much is the world now intertwined, commercially, intellectually and morally, that even our own peaceful United States, notwithstanding their safe distance from the scenes of conflict, has been infected with the fever that is raging on the other side. The accursed thing has actually struck terror into sincere, liberty-loving minds. Men's thoughts are upset here as they have been in Europe, and in social ideas it is fast becoming doubtful whither we are drifting. Are we heading toward greater freedom and more extended democracy, or going back imperceptibly to the tyranny and despotism of the Middle Ages?

THE OUTLOOK IN EUROPE

In Europe war topics are absorbing sole attention, even among the organized workers. Very meager reports have reached us from Germany as to the relations of employers and their employees. The International Federation of Trade Unions centered in Berlin has so far furnished us with no other information than that relating to relief work and financial support dispensed to the families bereaved by the war. Industrial warfare and the class struggle seem to have utterly ceased in practice, even though they may still linger in theory. Of course we can guess that the government has its finger in almost every industrial pie and that military control has been largely substituted for civil right.

In England, on the contrary, the class struggle, which was never much insisted on in theory in the great trade unions, has been much in evidence during the war. We have it on the undoubted authority of Mr. Ammons, the fraternal delegate to the San Francisco convention of the American Federation of Labor from the British Trade Union Congress, that the numerical strength of the trade organizations in that country now stands at 3,600,000, with a probable 400,000 that have not been registered under the Trade Union Act.

The official figures for 1911, given in the report of the International Trade Union Secretariat, were about 3,010,000; so that the war, in spite of assiduous recruiting, has not diminished the organized ranks. Feverish industrial activity and the determination to hold their own, even against the government, have tended to increase the organized strength, particularly in trades engaged in war supplies. In the midst of a very acute crisis definite news is at hand that the Miners' Federation, the National Union of Railwaymen and the National Transport Workers' Union have formed an alliance for offensive and defensive purposes, in matters respecting wages and conditions of labor. The numerical strength of this allied organization represents a membership of some 2,000,000. Plans for this alliance had been matured before the war, and that the war has not shelved the proposition is a splendid tribute to the sound leadership and practicality of the British trade unions.

However, recent phases of the war constitute a constant menace to that ingrained freedom of action which has been the boast of Englishmen for more than a century. In England it is presumably a war to destroy militarism, but if it lasts much longer it will have the effect of establishing all the ugly features of a militarist system, and then, we shall need very strong forces to grapple with it.

The establishment of militarism and compulsion in one of the freest countries on the face of the globe will mean a terrific blow to democracy. That is why conscription is meeting with so much opposition from the forces of labor. The British trade unions clearly perceive the meaning
of that sinister specter now stalking over Europe, and trying to overshadow the entire world as a result of the war. It has already in a mild form reached the United States. But as the appetite grows on what it feeds, how are we going to be sure that it will stop with this mild form? Who among us is so wise as to foretell what further surprises this bitter conflict may develop before 1917?

Unity in the British labor movement has done a great deal to fortify the trade unions against the dark days during which they may have to pass before the industrial democracy will reach the dawn of a brighter day. The British Labor Party in Parliament, representing as it does both the socialist and trade union forces, has been a great factor in the progress and present achievements of the organized workers. Neither the government nor the employing class can ignore their wishes and protests. Aggression on the part of employers or the government only leads to closer unity, as shown by the formation of the alliance referred to above.

Is there any absolute reason why a similar system of unification loosely binding together such bodies as the Independent Labor Party, the trade unions and other groups should not be copied by the labor forces in this country?

If we could only recognize that the various phases of human nature are a much deeper riddle than the wisest of us can fathom in a generation; if we could only agree to do justice to our own times and generation, the difficulties that apparently stand in the way would vanish as they have done in England. We can well afford to leave the future to future generations. Let them fight it out among themselves. Perhaps if all sections of the labor movement managed to get together and agree on a course of joint action in advancement of Labor’s indisputable claims on society, they would set up an example and a beacon of light to future generations.

Under the caption “International Peace and War” the Executive Council of the American Federation of Labor in its report to the San Francisco convention has this to say:

"Of course, there will be bitterness engendered from the experiences and the results of the war, but the workers everywhere will have to lay aside their prejudices and even emotions that are closely related with their ideas, in order to cooperate for the mutual welfare and common betterment of humanity. As members of a great world society all of the interests of our lives are very closely entwined, and we cannot, even if we desire, maintain our interests isolated. Either we must be united for our common advancement and our common protection or we will be defenseless against the plans and manipulations of the agents and representatives of the great interests, for it may be depended upon that these interests will co-operate for their own aggrandizement; that they will not allow individual feelings to interfere with their ultimate purposes."

Why cannot this common-sense statement be carried into actual practice in the political as well as economic field? If we cannot be united then we must surely remain defenseless.

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**Practical Work of Joint Board of Sanitary Control**

**Interesting Extracts from the Annual Report of Dr. George M. Price**  
(Director of the Board)

**INSPECTIONS**

The practical side of the board’s work consists in a number of important activities, far-reaching in their effects, of which its periodical shop inspections comprise only one division. These inspections are so systematically arranged as to cover all shops (some 2,500) under its jurisdiction. Thus the board has divided the shops into classes “A,” “B,” “C” and “D,” and there are weekly, monthly, semi-annual and annual inspections for sanitary purposes. Then there are inspections of new lots leased by manufacturers, and investigation of complaints. The report says:

"Our methods of inspection are totally different from the ordinary methods of inspection of state and municipal departments. Inspectors are instructed to establish and maintain friendly
relations with employers and with the workers. No attempt is made to come in at unexpected times to find violations and to penalize manufacturers for them. The function of the inspectors is to prevent violations instead of merely detecting them. The principle which is emphasized is not detection of sanitary crimes, but prevention."

As to the efficiency with which the work of inspection is carried on, an extract from the report just issued will tell its own story:

"Anyone who at present visits and inspects the shops in the two industries under the jurisdiction of the Joint Board of Sanitary Control is agreeably surprised by their splendid sanitary condition and the great change which has been wrought in the matter of sanitation of the industries during the period of five years. Not many years ago the cloak and suit and dress and waist shops were considered a menace to the health of the workers and a danger to public health. Homework was prevalent; sweatshop work was the order of the day; cellar shops abounded; foot-power was used almost universally; masses of the shops were located on the East Side in dingy, dark and dreary tenements or old style loft buildings. The sanitary care, comforts and cleanliness of the shops were entirely neglected, and the health of the workers greatly suffered from the conditions under which they were working.

"At present there are only a dozen or more shops which belong in Class 'D'; no homework is to be found in the industry; the sweatshops have been abolished; foot-power is in disuse; cellar shops have disappeared; the majority of the shops are located in the so-called "Fifth Avenue District," in light, airy and comfortable buildings; the sanitary care, comforts and cleanliness of the shops have improved a hundredfold, and the gain in health of the workers has been considerable."

Another practical activity of great value is the fire protection work. On this the report says:

"Much stress has been laid by the Joint Board of Sanitary Control since the beginning of its organization upon the work of fire prevention and safeguarding of the workers against the dangers of panics and fires in shops.

"Immediately after the general inspection of the industry in January and February, 1911, and before the occurrence of the Wolf and Asch Building fires during that fateful winter, the board presented to the municipal authorities a list of buildings in which unsafe conditions were found by its inspectors and the attention of these authorities was drawn to the fire dangers in these buildings.

"Since its organization the Joint Board of Sanitary Control has paid the greatest attention and has made strenuous efforts to combat the indifference of the public to the important problem of industrial fire protection and has worked hand in hand with the various authorities in the efforts for the safety of buildings and for the prevention of the results of panics and fires.

"The inspectors of the Joint Board of Sanitary Control were directed to discover the defects in buildings which would make them unsafe in case of fires, to the inadequacy of various exits, to the improper placing of fire escapes and drop ladders, to the abolition of fire trap exits, to widening the aisles in shops and to the increase in the various protective measures against fires in buildings.

"The Joint Board of Sanitary Control was instrumental in the passing by the State Legislature of the bill creating the New York State Factory Investigating Commission and the appointment of the Director of the Board as Director of Investigation by the State Factory Commission.

"Since 1911 there has hardly been a movement in the state and city having in view the safeguarding of workers which had not the active participation of the Joint Board of Sanitary Control or its members.

"When the New York State Legislature passed the fire drill provision, imposing the duty upon the owners of shops to conduct fire drills in their shops at monthly intervals, the Joint Board of Sanitary Control did not wait for the municipal and state departments to enter into the movement, but organized a fire drill division with a force of fire drill instructors and drill masters, and has succeeded in inducing the manufacturers of 322 shops to conduct and maintain monthly fire drills.

"While this law is practically a dead letter outside of our industries and while there are hardly 100 fire drills conducted throughout the whole city in other indus-
tries, the fire drill law is obeyed in at least 400 factories belonging to our industries. The work of the fire drill division consists of monthly fire prevention inspection; initial instruction of employees as to exit and escape; monthly fire drills.

**MEDICAL ACTIVITIES**

The following extracts from the fifth annual report on the work of the medical division of the Joint Board of Sanitary Control are extremely interesting:

"Early in 1912 the board decided that the sanitation of the industry could not be carried on successfully without an endeavor to improve the health of the workers at the same time. In order to find out the health conditions among the workers in the trade, a preliminary examination of 800 workers was made in 1912 which disclosed the prevalence of physical defects and a greater evidence of pulmonary tuberculosis than should be expected in the industry.

"Since that time an agitation has been strenuously carried on among the various locals belonging to the International Ladies' Garment Workers' Union to establish physical examination of workers, to induce the various locals to adopt some means by which sick members could be assisted and to devise a scheme by which members of the unions suffering from tuberculosis could be taken out from their shops and assisted to recover their health and be properly treated during a certain stage of their disease.

"In March, 1913, the Cloak Pressers' Union, Local 35, having a membership of over 8,000, was the first to adopt a tuberculosis benefit which consisted in taxing members of the union $1 annually and assisting each member suffering from tuberculosis with $150 to $200 for the cost of a sojourn of from ten to twenty weeks at a sanatorium in the Catskill Mountains.

"Since that time, Local 9, consisting of 12,000 tailors and finishers, and Local 23, consisting of 7,000 skirt makers, have also adopted a tuberculosis benefit.

"In 1914 Local 35 also adopted a sick benefit, paying $5 a week for ten weeks to members of the union suffering from some acute disease.

"The examination of all members of the union and the supervision and control of the various tuberculosis and sick benefits in the locals is vested in the medical division of the Joint Board of Sanitary Control.

**THE SCOPE AND FUNCTIONS OF THE MEDICAL DIVISION**

Physical examination of any member of the unions.

Examination of candidates for admission to Locals 35, 9 and 23.

Supervision of sick benefit of Local 35.

Supervision of tuberculosis benefit of Locals 35, 9 and 23.

Supervision and control of tuberculosis members of Locals 35, 9 and 23.

Special dental examinations and advice.

Special eye refraction examinations and advice.

Special lung and chest examinations.

Fluoroscopic and radiographic examinations of lung and chest.

During the present year the work of the medical division has been greatly extended, and not only are a large number of medical examinations made in the office but advice is given by the physicians of the board to all workers who come for examination.

The offices of the board have been greatly extended, complete modern diagnostic instruments have been installed, a thorough examination is made by the physicians of the board, including special fluoroscopic and radiographic examinations. The board also employs a dentist, an oculist, and a lung specialist for special examinations in these branches.

During the summer of 1914 the United States Public Health Service conducted over 3,000 physical examinations in conjunction with the medical division of the board.

**WORK DONE**

<table>
<thead>
<tr>
<th>1912</th>
<th>1913</th>
<th>1914</th>
<th>1915</th>
</tr>
</thead>
<tbody>
<tr>
<td>Persons examined</td>
<td>800</td>
<td>1234</td>
<td>4547</td>
</tr>
<tr>
<td>Persons found suffering from tuberculosis</td>
<td>13</td>
<td>71</td>
<td>93</td>
</tr>
<tr>
<td>Sick benefits of Local 35 examined</td>
<td>—</td>
<td>—</td>
<td>226</td>
</tr>
<tr>
<td>Tuberculous members of Locals 35, 9 and 23 examined and supervised</td>
<td>—</td>
<td>—</td>
<td>22</td>
</tr>
</tbody>
</table>

Note: *1915 to October 1.
FIRST AID AND NURSING SERVICE

During 1915 the Industrial Board of the State Labor Department has established a rule that "in every factory employing more than ten persons, in which power-driven machinery is used for manufacturing, there shall be provided a first aid kit at all times free of expense to employees," and should also employ a physician or nurse to instruct workers in the use of the first aid equipment.

In order to enable the manufacturers under the jurisdiction of the Joint Board of Sanitary Control to comply with these rules and regulations a first aid box specially adapted for the needle trades has been devised and five hundred of these boxes were manufactured and filled and sold at cost price to the manufacturers in the industries.

The Dress and Waist Manufacturers' Association has also consented to pay for the service of a trained nurse who is appointed by the Joint Board of Sanitary Control and supplied and supervised by the Nurses' Settlement of 265 Henry street. The nurse makes monthly visits to the shops, instructs responsible employees in the use of the first aid box and its contents, makes a general inspection of the health conditions of the women workers and gives such advice to them as is necessary from time to time.

FINANCIAL SUPPORT

The cost of the work of the Joint Board of Sanitary Control as far as the sanitary, fire prevention and educational activities are concerned, is $15,000 per annum. This sum is contributed as follows:

- Cloak, Suit and Skirt Manufacturers' Protective Association: $5,000
- Joint Board of the Cloak and Skirt Makers' Unions: $5,000
- Dress and Waist Manufacturers' Association: $2,500
- Ladies' Waist & Dressmakers' Union: $2,500

THE FIRE DRILL DIVISION

The fire drill division has a separate budget which is contributed by those manufacturers who engage the fire drill service of the board. The service is co-operative, and the manufacturers are charged for the service according to the cost. During 1914 the charges for conducting and maintaining fire drills were from $18 to $30 per shop per year. At present the cost has been reduced to from $12 to $18. In December, 1914, a rebate of 10 per cent. was paid to the manufacturers participating in the fire drill service and a further reduction of 10 per cent. is being made to all participants in the service in 1915.

The budget of the fire drill division is about $4,500.

THE MEDICAL DIVISION

The medical division is supported by the members of Locals 35, 9 and 23 of the International Ladies' Garment Workers' Union. The budget of this division is about $3,600.

The Bulletin just published by the board on "Fire Hazards" says:

New York City and the Borough of Manhattan especially are unique in that their industries are housed in multiple loft buildings.

The industries and industrial population are extremely congested in the city and especially in a district bounded by Houston and Forty-second Streets, Third and Eighth Avenues.

There are said to be at least 16,000 multiple loft buildings in Manhattan Borough alone. Most of these buildings are over six stories in height.

Two ready-to-wear women's garment industries are concentrated in the loft zone in Manhattan in 2,391 shops, located in 328 buildings.

These 238 buildings are on an average seven stories in height. There are 374 buildings from six to twelve stories in height and 195 buildings twelve stories and over in height.

There are daily at work in the described loft zone at least a million men and women.

In the two industries, viz., the Cloak, Suit and Skirt and Dress and Waist there were working during October 1915 in the 2,391 shops in the 328 buildings, 75,023 men and women.

The safety of the workers against fire hazards in the loft buildings depends largely upon the construction and the equipment of the factories.
פלטנער וואט אונייסנטו בראיראך

1916

1916 וואט אונייסנטו.

מענייני וואט אונייסנטו.

מותו וואט אונייסנטו.

מענייני וואט אונייסנטו.

מותו וואט אונייסנטו.
## Directory of Local Unions

### Local Union Office Address

<table>
<thead>
<tr>
<th>Local Union</th>
<th>Office Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>54. Chicago Raincoat Makers</td>
<td>1145 Blue Island Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>58. New York Waist Buttonhole Makers</td>
<td>106 Forsyth St., New York City</td>
</tr>
<tr>
<td>59. Chicago Waist Makers</td>
<td>1815 W. Division St., Chicago, Ill.</td>
</tr>
<tr>
<td>62. New York White Goods Workers</td>
<td>38 E. Second St., New York City</td>
</tr>
<tr>
<td>63. Cincinnati Cloakmakers</td>
<td>122 W. 5th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>64. New York Buttonhole Makers</td>
<td>37 W. 21st St., New York City</td>
</tr>
<tr>
<td>65. Brooklyn Ladies' Tailors</td>
<td>45 Graham Ave., Brooklyn, N. Y.</td>
</tr>
<tr>
<td>66. New York Bonnaz Embroiderers</td>
<td>25 3rd Ave., New York City</td>
</tr>
<tr>
<td>67. Toledo Cloakmakers</td>
<td>222 Beacon St., Toledo, Ohio</td>
</tr>
<tr>
<td>70. Toronto Skirt and Dressmakers</td>
<td>423 Sackville St., Toronto, Canada</td>
</tr>
<tr>
<td>71. Chicago Ladies' Tailors</td>
<td>1447 S. Spaulding Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>72. Boston Amalgamated Cutters</td>
<td>8 Lovering St., Boston, Mass.</td>
</tr>
<tr>
<td>76. Toledo Cloak and Suit Cutters</td>
<td>615 Main St., Toledo, Ohio</td>
</tr>
<tr>
<td>78. St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>80. Bridgeport Ladies' Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>81. Chicago Cloak and Suit Cutters</td>
<td>1531 W. 14th St., Chicago, Ill.</td>
</tr>
<tr>
<td>83. Toronto, Canada, Cutters</td>
<td>391 Dundas St., Toronto, Canada</td>
</tr>
<tr>
<td>85. Cincinnati Skirrmakers</td>
<td>2897 W. 8th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>86. Buffalo Garment Workers</td>
<td>73 William St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>88. Toronto, Canada, Cloak Pressers</td>
<td>71 Nassau St., Toronto, Canada</td>
</tr>
<tr>
<td>90. Cincinnati Skirt Pressers</td>
<td>417 David St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>101. Richmond Ladies' Tailors</td>
<td>411 N. Smith St., Richmond, Va.</td>
</tr>
<tr>
<td>102. Montreal, Canada, Raincoat Makers</td>
<td>20 St. Cecile St., Montreal, Canada</td>
</tr>
<tr>
<td>105. St. Louis Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>106. Stockton, Cal., Ladies' Tailors</td>
<td>507 E. Miner Ave., Stockton, Cal.</td>
</tr>
<tr>
<td>108. Ladies' Neckwear Cutters</td>
<td>390 Park Ave., Brooklyn, N. Y.</td>
</tr>
<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 Burwell Ave., Cleveland, Ohio</td>
</tr>
<tr>
<td>112. Montreal, Canada, Ladies' Waist Makers</td>
<td>147 Colonial Ave., Montreal, Canada</td>
</tr>
<tr>
<td>113. Newark Waist and White Goods Workers</td>
<td>118 Market St., Newark, N. J.</td>
</tr>
<tr>
<td>114. Raincoat Makers of St. Louis</td>
<td>Fraternal Bldg., St. Louis, Mo.</td>
</tr>
</tbody>
</table>

Named shoes are frequently made in Non-Union factories.

DO NOT BUY ANY SHOE no matter what its name, unless it bears a plain and readable impression of this UNION STAMP.

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

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

BOOT AND SHOE WORKERS' UNION

246 Summer Street, Boston, Mass.

JOHN F. TOBIN, Pres.  
CHAS. L. BAIN, Secty-Treas.
אילך העיטו מראותיו. פאולו שבא ו.CreateInstance(לולע"ז) ביבא, לא ית夸大
ולא יתאכזב. ע"א ביבא, לא ית夸大
ולא יתאכזב.

**

ע"א ביבא, לא ית夸大
ולא יתאכזב. ע"א ביבא, לא ית夸大
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ע"א ביבא, לא ית夸大
ולא יתאכזב. ע"א ביבא, לא ית夸大
ולא יתאכזב.
מערור הזרעם ופורעת החרות

והבוכו שולח ורואים מעיני שאר הזרעם.

הארים והזרעם, לא יזע וסילוקי הזרעם.

והבוכו ההובע צעדים דרכו עם זרם.

לעשות תביעהแก' למה כriad אבר_cu

ולעשות תביעהแก' למה כriad אבר_cu

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ולעשות תביעהแก' למה כriad אבר_cu

Votre texte en format pure text suivant:

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לעשות תביעהแก' למה כriad אבר_cu

Votre texte en format pure text suivant.
עד ליום תשמ"ג ידיעות וירטואליות

것 여기 זומר והיוויכזע והיוויכזע והיוויכזע.

.radio רוסטוס וניהל וניהל וניהל וניהל.

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.رادיו.
לא ניתן לקרוא את התוכן המוצג על התמונה.
אבקנוגנו מיה רעד בגאונה🔥 לא על-מרגנטין.

אני מתנצל על הבעיות של הקורא. זה קיים בו הקשר בין המילים. הוא מיקס מילים שלא יש כותרת או פרק בếcות שלהן. זה קיים בו הקריאה רגילה בין מילים שעושות חמש ברגליים. זה קיים בו קשר בין המילים שבראשן הם מקבילות. זה קיים בו פ偟יות בין מילים שבראשן הם מקבילות. זה קיים בו קשר בין המילים שבראשן הם מקבילות.
מיו תרשעה מאנא וא יושבנארא' אֵפִים

מוי תרשעה מָאנא וא יושבנארא' אֵפִים

מִי מִי יָּרָשֶת מָאָנָא וא יָּשְׁבְּנָארָא' אֵפִים

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שאלה 69. היא מובאת בפינוקאים, ובמהות היא שואלת אם כל ברוח ההיפוך, 리 טום ב.树木
לאו כלים, אם כלים, אם בולטים, או קחשוף.
שאלה 70. היא בפסוקים, בין אם בפסוקים, בין אם בכרות, בין אם בכרות.
שאלה 71. היא בכרות, בין אם בכרות, בין אם בכרות, בין אם בכרות.
שאלה 72. היא בثالث, בין אם בثالث, בין אם בثالث, בין אם בثالث.
שאלה 73. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 74. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 75. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 76. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 77. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 78. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 79. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 80. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 81. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
שאלה 82. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
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שאלה 87. היא במדרש, בין אם במדרש, בין אם במדרש, בין אם במדרש.
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שאלה 89. היא במדרש, בין אם במדרש, בין אם במדרש,之间的
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שאלה 100. היא במדרשת, בין אם במדרשת, בין אם במדרשת, בין אם במדרשת.
אין תרגום עניין לחומרים מיוחדים או תווים ייחודיים.
1916

אתיים דליי: על האופטיו של ז"ל

כך מעניש אתgmentטנה מתים אלפא מוצקษן או שגוי
ואםafxגף נטינ תכשיטות. בה ויובאינו במק.

א potrà שה футбол הוא בין שגויים
ניטוגאב גבר שניכן למינ. אדם,

וינושן ומידעулו קצובן בלשון ידוע וחרות
יונה.green ינשנה וירחוי. א

ויתר לתקוף את שגויים של פשה
בוש בוש יונש הנשנה בלשון ידוע וחרות.

א הדוגיא ונטינ תכשיטות. בה ויובאינו במק.

שגויים שבין נינה
בוש בוש יונש הנשנה בלשון ידוע וחרות.

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בוש בוש יונש הנשנה בלשון ידוע וחרות.
ורח ליריד סניף הרצליה

רחבון והוגה שהובאה מונחה על יד ביה"ח.
רחבון והוגה שהובאה מונחה על יד ביה"ח.
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רחבון והוגה_hits=1010(ids=13440145)#####

現在のクラスターの先端が最も新しい日付を表しています。
חרליבש אונ פרגנפנט ניוגנגלס ורבדת
אוספים פרגנפנטיאל אֶפְּלָלְאָר

מלעה באוקלעטיא

דער בולוקן מיכ טמפריצנטخدام ואוכא
ואים דראימונדֶלצ'ייט

ביים ברועך

ברועך דער בולוקן מיכ טמפריצנטخدام ואוכא
ואים דראימונדֶלצ'ייט

ברועך דער בולוקן מיכ טמפריצנטخدام ואוכא
ואים דראימונדֶלצ'ייט

ברועך דער בולוקן מיכ טמפריצנט nettsteder ואוכא
ואים דראימונדֶלצ'ייט

ברועך דער בולוקן מיכ טמפריצנט isize ואוכא
ואים דראימונדֶלצ'ייט

ברועך דער בולוקן מיכ טמפריצנט isize ואוכא
ואים דראימונדֶלצ'ייט

ברועך דער בולוקן מיכ טמפריצנט isize ואוכא
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ברועך דער בולוקן מיכ טמפריצנט isize ואוכא
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 unarmed with a sword, or any other weapon, and was unable to
 resolutely resist. He was surrounded by a large number of
 armed guards, who were actively trying to prevent him from
 escaping. However, he managed to break through their lines
 and escape into the forest. He was able to make his way
 through the dense foliage, avoiding traps and ambushes,
 and finally reached a safe haven.

 After a long journey, he arrived at a small village where
 he was welcomed by the local inhabitants. They were
 surprised to see a man who looked like him, and they
 immediately recognized him as the hero who had
 defended the city. The villagers offered him food and
 shelter, and he accepted their hospitality with gratitude.

 The following day, the hero set out on a new adventure,
 determined to find the source of the evil that had plagued
 the city. He traveled through the countryside, meeting
 various people and encountering many challenges.

 Eventually, he arrived at a cave that was said to be
 the dwelling of a powerful sorcerer. The hero entered
 the cave and confronted the sorcerer in a thrilling
 battle. After a long and fierce fight, the hero emerged
 victorious, having defeated the evil sorcerer and freed
 the city from its curse.

 The hero returned to the city as a hero, hailed by all as a
 savior. He was praised for his bravery and his
 determination to protect the innocent. And so, the
 hero lived happily ever after, knowing that he had
 made a difference in the world.
רי אליבייטר והרב מיכל טענוב נא להוֹד"א

לאחר שהייה חמש שנים בעיר, פנו אל הרב מיכל טענוב, ודרשו להוֹד"א על יהודה חכם לاعتماد על בראשות הרברDoctrine והרב מיכל טענוב נא להוֹד"א, ובית מחסנים השכלה דֶרֶך, והרב מיכל טענוב נא להוֹד"א על יהודה חכם לاعتماد על בראשות הרב מיכל טענוב, ודרשו להוֹד"א על יהודה חכם לاعتماد על בראשות הרב מיכל טענוב, ודרשו להוֹד"א על יהודה חכם לاعتماد על בראשות הרב מיכל טענוב, ודרשו להוֹד"א על יהודה חכם לاعتماد על בראשות הרב מיכל טענוב, ודרשו להוֹד"א על יהודה חכם לاعتماد על בראשות הרב מיכל טענוב, ודרשו להוֹד"א על יהודה חכם לاعتماد על בראשות הרב מיכל טענוב, ודרשו להוֹד"א על יהודה חכם לاعتم

ב. סיכום הירחוב

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 tweaked specifications are not the same as the original specifications. However, if the specifications are not the same, it is likely that the product does not meet the requirements.

The product is not fully compliant with the specifications. Therefore, it is recommended to check the specifications and ensure that all requirements are met.

In conclusion, the product should be reviewed and improved to ensure full compliance with the specifications.

[Signature]

[Date]
לא ניתן לקרוא את המ大切ה.

מהらשה נמס על עולמו? הולך ונ冊ות עולמו. מַגְּלִית אֶדֶר המַגְּלְית, מַגְּלִית אֶדֶר, מַגְּלִית אֶדֶר...

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לפי תוארי הספרים משותפים עוד מספר סימנים ויריעת דף עם נושאים שונים. זה לא ניתן לקרוא ונמצא בתצוגה טכנית או אומנותית שפגעה בדף. להמחשה או הפנייה על הק ∀א았다 או הרבגון של المواد האוניברסיטאיים לברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שתי תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נמשרה. אשר שנייה הופיעה בסיפור" בברית המועצות, והโยיקת עמדה של תconfidence נمش
אין מידע מתוכן בפורמט נראוי ל чтение או הורדה.
אין במסמך נוכחות טקסט ש录用 משלים ערך או מידע אחר.

אין במסמך קושiams או שとする באמצעות חתימות או חותמות.

אין במסמך מוכרים או תיאוריים ש录用 משלים ערך או מידע אחר.

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ד"ה "ראכש טוסמה" זרה ואגא סיסמק פס ד הבריתikel

זיו הפרוש וعجزות אחדות הענינים של גאולה והשכלת

אף בעניין אחדות הענינים הוליגים.ensure that the answer is in the correct language.

פלוגה א"ב

אף בעניין אחדות הענינים הוליגים.
-states אתיות העבーズ ומסגרת של רוח גם בשתי תוחלת נפשות。

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אין תרגום לעברית ברישום."
לOrderId ו-יתר

בג"א מ-יתר

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贲答ות: ד"כ ספוקס צ"א קלקול פורירי? 

טעות זי ב: אפריכי Pussy מון ד"כ ספוקס צ"א קלקול פורירי? 

ילד — ד"כ ספוקס צ"א קלקול פורירי? 

班组: פורני Pussy מון ד"כ ספוקס צ"א קלקול פורירי? 

ד"כ ספוקס צ"א קלקול פורירי? 

עבים זי ב: אפריכי Pussy מון ד"כ ספוקס צ"א קלקול פורירי? 

עבז יב: אפריכי Pussy מון ד"כ ספוקס צ"א קלקול פורירי? 

עבז יב: אפריכי Pussy מון ד"כ ספוקס צ"א קלקול פורירי?
פרтельных יילדה וילם אפרים?

(אני אを中心に שלחתי בין ואואו, בוי)

(מק. בר. בראק)
לא נשאום הרוחות זנונית בין חורשות נזונה!

ודע溧ימ הגאנסנס אוירקון

�ונחון הזנונית זוכר מזנונית זנזון.

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�ונחון הזנונית זוכר מזנונית זנזון.
لا يمكنني قراءة النص العربي في الصورة المقدمة. الرجاء تقديم النص العربي بشكل مكتوب أو نسخة أخرى يمكنني قراءتها بشكل طبيعي.