6-4-1926

Justice (Vol. 8, Iss. 23)

International Ladies Garment Workers Union (ILGWU)

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Keywords
International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

Comments
Justice was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of Justice were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of Justice shows significant differences. This is the English-language edition of Justice.

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Fine Concert Will Open Unity House

House Will Open Doors for Guests on Friday, June 19th

An exceptionally fine concert and entertainment will usher in the 1926 season of the Unity House on Friday, June 19th. The musical program will consist of a variety of selections to be performed by Miss Dora Benhur, soprano, Gregory Satsoswich, well-known concert pianist, andNome Bebe, songstress. The program will present a play. It is also planned to have two speakers, who will render a number of recitations.

Group singing will be a feature of the evening. The opening number, "Wind Up with Several Hours of Dancing," will be followed by a selection of music which will be repeated. The service will be held under the auspices of the United Kingdom House, and the program will be conducted by Miss Helen Safford, organist.

Remember the address of the Unity House, 2 West 16th Street, 3rd floor, at 12 P.M. Friday, June 11th.

Sister Rosenfeld Accepts Secretary Post of Local 50

To Fill Former Office With Philadelphians From Two Years at Brookwood

Sister Ada Rosenberg, one of the founders of thePhiladelphia dressmakers’ organization and for many years its secretary, recently accepted the offer made to her by the executive board of Local 50 to act as secretary and comptroller. Under her leadership, the organization will enter upon its new duties next month.

Ada Rosenberg is a familiar figure among the active women in the L. G. W. U. Besides pioneer work among the Philadelphia dressmakers, Sister Rosenfeld, in the past three years, acted as organizer and secretary for the order. This work, she says, has been of the utmost importance in the progress of the order.

This is in keeping with the executive board of Local 50 to act as secretary and comptroller.

President Signman Spends Busy Week-end In Boston

Brings Cheerful Report on Conditions in Local Market. The President Signman spent the Decoration Day weekend in Boston, where he met with local officers of the L. G. W. U. organization of Local 50, at a special meeting, discussed the latest developments in the local.

This Sunday—A Hike to Hunters Island

This Sunday, June 8, the Educational Office of the Union will be in charge of a hike to Hunters Island.

Directions: Take East Side Subway to 125th Street; change for Pelham Bay train and ride to last stop. See that you reach final station by 9:30 in the morning.

The hike leader will await you there. Bring along grub, comfortable shoes and simple walking clothing.

Boston Joint Board Protests Brutal Persecution of Sacco and Vanzetti

Call Upon Governor Fuller to Free Working Class Martyrs

The denial of a new trial to Sacco and Vanzetti, the two Italian radicals languishing in a Massachusetts jail for nearly three years on charges of highway robbery and murder, has stirred deeply the organized labor movement throughout the country. This decision, unless reversed by the United States Supreme Court to which our

JOIN THE NEW YORK, NEW YORK, FRIDAY JUNE 4, 1926

PRICE 3 CENTS

Joint Board Orders Referendum Vote on Commission's Report

Special Meeting of Joint Board Acts Upon Submission by Board of Directors to Place Question of Acceptance or Rejection of the Recommendations to a Vote of the Entire Membership of the Union—Majority of Delegates This Report Unacceptable—Directors Authorized to Begin Negotiations With Employers’ Groups for Renewal of Agreements Prior to Expiration—Strike Preparation Measures Endorsed—Shop Chairmen Will Meet Next Tuesday.

The report and the recommendations of the Governor’s Commission in the Sacco and Vanzetti case have been subjected to a thorough examination by the Joint Board and the recommendations have been submitted to a vote of the entire membership of the union. The report will be made public and will be available for inspection on the mail center of the union. The Joint Board has decided to follow the recommendations of the Governor’s Commission in the Sacco and Vanzetti case and has decided to submit the same to a vote of the entire membership of the union.
Joint Board Orders Referendum
Vote on Commission's Report

(Continued from Page 1)
not find it difficult to evade the limitation provision.

Another reason for its inacceptability, the Joint Board decried, was the failure of the commission to make any recommendation with regard to the 64-hour week as a means of lengthening the work seasons in the industry. Still another grave hindrance was the concession granted by the mediators to the manufacturers with regard to "organization", or the right to introduce unions in 25 per cent of the working staff of each shop employing 35 or more workers as at a given time during the year. This, the delegates felt, would seriously affect the standing of the active union men in the shops and would give many an employer an additional whip over their workers. The spokes-

cers also dwelt on the point that the Commission failed to make any suggestions with regard to examiners and designers.

The meeting did not take a vote on the question but decided to refer the whole matter to a referendum vote of the workers. It was quite ap-

parent, however, that the majority of the Joint Board delegates were against the acceptance of the report as a basis for negotiating a new agree-

Boston Joint Board Protests Against
Persecution of Sacco and Vanzetti

(Continued from Page 3)

the Sacco and Vanzetti case and adopted a resolution calling upon Gov-

ernor Fuller to free the two prisoners. This resolution, presented to the delegates of the Italian cloaksmen's local of Boston, reads as follows:

"WHEREAS, we take cognizance of the fact that the workers of all national-

ities are of one class, and that they must help one another against their oppressors, and

"WHEREAS, the recent decision of the Governor of Massachusetts to

Court in denying a retrial for Sac-

co and Vanzetti is unfair, unjust and

contrary to the trade union movement, and

"WHEREAS, the ultimate aim of

"Newer Defense of Modern Capitalism"

June Conference, League for Indus-

trial Democracy, Camp Tamiment, June 24-27, 1929

To students of the labor and indu-

trial situation in America as well as active participants in the industrial

movement, the summer Conference of the League for Industrial Democracy

on "Newer Defense of Capitalism in the United States" promises to be of the

utmost interest and value.

The conference will be held at beau-

tiful Camp Tamiment, Forest Park,

near Shirodsburg, Pa., from Thursday, June 24th to Sunday, June 27th, 1929.

Among the specific subjects for dis-

cussions at the main sessions are:

coal and power, concentration of in-

dustry, stock ownership, company unionism, the American college, labor-

banking and economic imperialism.

The participants in these discus-

sions will include: Professor Harry El-

ner Barnes, author of "The Genesis

of the Great War"; Stuart Chase, Di-

rector of the Labor Bureau and au-

thor of "The Tragedy of Wall Street;

Florence Kelley, General Secretary,

National Consumers' League; James

H. Maurer, President of the Pennsyl-

vania Federation of Labor; George

Boyle of the New Republic; Dr. Scott

Nelson, author and lecturer; H. H.

Raushanbush, Secretary of the Com-

mittee on Coal and Power; J. S. Poto-

off, VicePresident of the American-

Bank; Robert W. Dunn, author of "A-

merican Foreign Investments." Ordi-

nary Tead, author of "Personal Ad-

ministration"; E. McAllister Coleman,

publicist; Edward Richards, forester,

Morris Ernst, New York Times, and

Philip Randolph, General Organizer

of Sleeping Car Porters, Benjamin

Gedney, writing on "The U. S. Presi-

dent of the Workers Education Bureau;

Benjamin C. Marsh, Manage-

ning Director of the Farmers' National

Council; Harvey O'Connor, assistant

editor of the Locomotive Engineers'

Journal; Louis Francis Boden, editor

of Labor Age; Norman Thomas, Harry

W. Lader, Paul Blanshard of the

L. L. D.; Alice Hall, Vassar, 1936, and

others.

A feature of the conference will be a

play composed by Clement Wood

and Robert Deasey, "Jersey Justice,"

which will be enacted at the Saturday

evening session, Samuel Friedman,

Gerride Klee, Caroll Holster, Ag-

nes A. Lader and others will take

part in the musical and dramatic pro-

gram.

Between the sessions the delegates

will spend their time in recreation—

boating, canoeing, swimming, tennis, and walking.

GIFT TO A PHILADELPHIA
CHAIRMAN

The workers of Quality Dress Co.

of Philadelphia take this occasion to

announce the presentation of a beau-

tiful gift to their former shop chair-

man, Mayer Wainwitz, who has serv-

ed the workers of that shop faithfully

for a number of years.

JOSEPH A. BERNSTEIN,

HARRY BERNSTEIN,

DAVID KATZ,

Shop Committee

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An Ideal Vacation Place For Workers, Their Families and Their Friends.

1926 Unity House Season Will Open on

Friday, June 18.

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3rd Floor

Owned and Managed by

International Ladies' Garment Workers' Union.

REGISTER NOW and

3 West 16th Street

3rd Floor

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MUSICIANS’ UNION TAKES $25,000 UNION LABOR INSURANCE STOCK

By AGNES DE LIMA

Night Work by mothers is one of the

abominations against which the

strikers are protesting in Passaic.

The 24-hour strike which has

assailed most of the wool

workers. Nearly

every mother tries it at some

time or another. For this long

night and day shift according to their

capacity to stand the added strain

and the needs of their families. The

wide prevalence of such work may be

observed by the fact that one may

pass through any textile plant or

workplace late at night and find

that the strike was employed on the

night shift.

Many such women were questioned

recently as to the effects of such work

on their health and on the welfare of

their children. Here are a few

random from the visitor’s notes, which

show better than statistics why night

work has been condemned throughout

the civilized world.

Mrs. P. who lives in a miserable

townhouse on the outskirts of Passaic

children. She lives in three dark

rooms, two of which are windowless

rooms in the rear of the building. The

least child is fifteen and expects to go

to work soon; the youngest is two

years old. Mrs. P. says she has

three years in this country speaks lit-

tles English. All these years she has

been at work, she said, with her two

babies, and as soon after they were born as possible. Her rooms are

miserably illuminated, unlit, most

Polish homes which are usually spot-

less. But Mrs. P., is too weakened and ill

to determine her age. She has

one baby on her knees, and two

children cling to her skirts. One

white child of six years, her eyes red

from malnutrition, interpreted for her

mother. With an apathy like hers, the

child repeated the story of low wages,

insufficient food, an increasing fam-

ity, and the necessity of the mother’s

work in her home. There is so much

more trugile than the race of these

long starred children. Even the babies,

who are not yet a year old, are

hardened and misshapen. Madame,

they put them in charge of the one

of six and lets them play in the street

and are instructed to tend to them

sleep, they not get kill from automo-

bile? Then comes the evening meal

served by the baby. Be the world

is coming to a carding machine.

Saturday, she says, "no can move from
tired after a day’s work, but we

not strong here.

One evil universally recognized was the religious instruction in

the night shift. The coming of a child is always a source of acute financial

problems in the family. Sometimes it is only natural that night work

among mothers should increase at

home. The night work of these women

also of women working as near the

birth of their babies as possible, the

appearance of making no distinc-

tion to women far advanced in preg-

nancy standing all night at a ring

may sufuffle under the slow rolling

spinning mule. Three women told of

witnessing births of children in the

may have been forced to work-

night or before their own babies ar-

Several women enshrined the
death or weakness of their children

the strain of hard work during

pregnancy, but they explained that

shame so common among them, "What
can do? One pay not enough.

These findings merely confirm those of most mothers who make

discarded night work by women in
every civilized country in Europe.

has been recognized in Europe

since 1844, and fourteen other Euro-

pean nations repudiated it in 1944.

In 1923 a night law work was actually put on the statute books in

New Jersey have tried to put

New Jersey on at least as enlightened a

basis as that of the states New York,

Pennsylvania, Rhode Island, Massachusetts and Con-

necticut while other states were

women in manufacture. In 1923 a

night law work was actually put on

the statute books in New Jersey, but,

boxes, four of them members of

the Woolen Council of Passaic, took

advantage of the technical ability of

heing able to secure a writ of
certiorari restraining the law’s

enforcement. Thus the abomination

ends.
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A. BAROFF, Secretary-Treasurer
MAX D. DANISH, Editor

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Friday, June 4, 1926

EDITORIALS

A JOB HALF DONE

Last week, we commented in these columns on the frank and admirable analysis of the bewildered and highly complicated state of the New York cloak industry contained in the report of Governor Smith's mediators, presented as a result of nearly two years of study and close observation. We stated, with a sense of sincere gratification, that the background of this report, its theoretical premises, as well as its factual and documentary side, vindicate to a marked degree the leadership of our Union which had taken with regard to the woebegone condition of the great cloak industry of this city, upon which so many thousands of our members depend.

This analysis, which simultaneously is a powerful indictment of the jobbing-submanufacturing method of cloak production, at present existing in the industry, will, no doubt, rank among the most interesting documents ever presented by a group of investigators in a major industrial controversy. No matter what the practical value of the Commission's recommendations, their courageous delve into the very vitals of this disordered industry and their ability to penetrate behind the confusing lattice of a fashion-ridden, highly seasonal trade to arrive at a fundamental, day-clamoring, if an effort deserving of unattended praise.

It is, therefore, all the more regrettable, in view of this opened-eyed attitude of the mediators and their commendable ability to place their fingers upon the true ills of our main industry, that in their concrete suggestions for its rehabilitation, their recommendations have fallen far below the mark of our expectations. The Union's demands, let us bear it in mind, are based exactly on the same line of reasoning as the mediators' report has taken its basis for its recommendations, but these recommendations cover only a part of the Union's program, leaving out some of its vital sections, thus creating the impression of a half-finished, in-complete job.

It is as if a diagnostician, after having made a thorough study of this patient's ailment, climaxing his report with the diagnosis of the ailment and its subsequent treatment, should have then abandoned the patient, or even have left the scene.

Let us make our point a little clearer.

Both the Union and the mediators agree that the principal source of evil that is demoralizing the cloak trade at the present moment is the irresponsible, free-lance position of the jobber and his submanufactory, who have completely thrown any semblance of control over their workers. Throughout the long discussion of the Union's entire program of industrial demands, proposed as far back as 1924, these two measures have been left to the employer. Nevertheless, the mediators had already arrived at the conclusion that the jobbers, the controlling factor in the industry, "have no incentive for lengthening the season, for the manufacturing overhead is carried by the manufacturers of submanufactured cloaks, who are able to sell at a knockdown price, and will for ten days or a week get as much or more than they would if they could not hope to make a living for themselves and their dependents, unless some means are found for increasing the duration of the cloak period." It is this point, at which the mediators appear to agree with the Union in theory concerning the futility of expecting that such a lengthening of the work season would come by itself in the cloak industry, is clearly evident. The mediators recommend that the jobbers, the controlling factor in the industry, "have no incentive for lengthening the season, for the manufacturing overhead is carried by the manufacturers of submanufactured cloaks, who are able to sell at a knockdown price, and will for ten days or a week get as much or more than they would if they could not hope to make a living for themselves and their dependents, unless some means are found for increasing the duration of the cloak period." It is this point, at which the mediators appear to agree with the Union in theory concerning the futility of expecting that such a lengthening of the work season would come by itself in the cloak industry, is clearly evident.

The Commission's report also leaves out of consideration the recommendation that the work period be extended for those examiners in the cloak trade. The workers in these two crafts, though legitimate and full-pledged members of a cloak producing union, have hereafter been unable to enter into collective agreements between the Union and the employers. Invariably, whenever contracts would be renewed with the manufacturer's organizations, the examiners would be excluded from the agreement, whereas the two classes of workers should be excluded from the scope of the agreements.

Of course, the failure of the Commission to make specific recommendations, with regard to the examiners and the designs, leaves this subject open as before. The Commission's subsequent notification that it would keep its hands off this question means that the examiners will, in all probability, be left to the tender mercies of the regular employers, through the device of submanufacturing. The Commission's report insists on the need for the employers to furnish a true statement of the accounts of their firms to the Union, and at last the recommendation to provide for the proper surgical operation that alone could bring the examiners back to work, suffer and restore him to normal activity and a rational existence.

Well, to achieve a solid and permanent cure of this cancerous growth on the body of the cloak industry, the Union has proposed, both as a means of fixing responsibility on the jobbers and to encourage the formation of larger production units in the trade, the double remedy of limitation of steady submanufacturers and of a guaranteed period of employment for all workers. Throughout the long discussion of the Union's entire program of industrial demands, proposed as far back as 1924, these two measures have been left to the employer. Nevertheless, the mediators had already arrived at the conclusion that the jobbers, the controlling factor in the industry, upon the small submanufacturers has been tried by the Union in the past several times and each time with results that proved the inadvisability if not the futility of such a move.

It will be argued, we expect, of course, that in putting forth its recommendations the mediators could not lose sight of that much-needed right of the union, already mentioned, to have power to accept or reject the recommendations of the Union, therefore, be explained by their desire to place these stand-patters and to put them in a more conciliatory mood towards the report as a whole.

To this, however, the answer is plain: That group among the employers which regards every move or step that tends to stabilize the industry or benefit the workers as a mere "burden" upon themselves, will, in all probability, be placed with the mediators and will continue to treat it in an oppositional mood. These employers and their spokesmen have for months now been filling the country with propaganda against the Commission and none of the Commission's proposals, no matter how mild, and will repudiate the attempt to disturb their own smooth-running prospects. Their attitude has been one of cold, right-down-the-throat attack upon the small submanufacturers, and the creation of trade unionism, and the causation responsible for it, has given us every reason to hope that the recommendations would not stop short of adopting only a part of the Union's program but that in the interests of the industry and of all those who are genuinely concerned in it, they would not fail to endorse every other indispensable part of this program.
The Company Union in West Lynn

BY ROBERT W. BRUERE

in the Survey Graphic

that committee he may, unless its de-
cision is unanimous, appeal to the dis-
putement head. Again, if this ruling is unsat-
sfactory, he may turn to the General Joint Commission on Adjudica-
tion. Finally, if he is not satisfied with the decision of the General Joint
Committee on Adjudication, he may, unless the decision of this committee is
unanimous, carry his appeal to the
manager whose decision is final.

From the beginning the manage-
ment had its specialized expert on the
job of initiating and guiding these
conferences and so of abasing the life
of the Plan. Under the Plan the work-
ers pay no dues. They have not so
much as a company union treasury. They have no expert advisers to sup-
plement their own experience and
skill. The men and women who rep-
resent them in section and shop and
on the various joint committees carry
their responsibilities as representa-
tives in addition to their responsibil-
ities as wage-earners. Moreover from
the beginning they were barred
from calling in even their national
trade-union officials while the Com-
pany placed its highest paid execu-
tives on the most important joint
committees without limiting their choice of advisors. To add to their difficul-
ties, their national craft unions them-
selves had no staff organization whose
business it should have been to know
the technical organization, the pro-
duction and management problems of
the River Works with same approxi-
mation to the knowledge possessed by
the staff organization of management.

The work was divided into sections containing, as nearly as practical, two
hundred employees exclusive of foremen.

The qualifications of each in the
section—all employees, except fore-
men—were largely based on the hands of months' continuous standing on the payroll—were entitled to be listed as members. From their number, two employee represen-
tatives. Within two weeks after the
general election, the company had
required them to elect three members
to a series of committees upon which
their wages and the management had final representation. The most important
of these committees is the General Joint Committee. The work is carried
next to the general manager is the

highest court of appeal in the adjust-
manship of grievances. Any grievance
must first be taken up with the lead-
ing hand or foreman from which the
employee is engaged. If the employee is not satisfied with the foreman, he has
appeal to his shop committee. If in turn, he is not satisfied with the ruling of

In 1915, 1920, and 1921, taking ad-

vant age of the interest in thrift which had been developed during the war, the
company offered the employees a 3 per cent payment on their account capital. It
offered the employees 50,000 shares of its common stock at a monthly payment
rate of $1.00 per share. More than 10,000 employees completed their payments
and received their stock certificates.

The fluctuation in value of these
securities during the period of bus-

Dissensions, and has superseded these
basic elements of the usual collective
agreement, with an exegetic program
for educating the workers in the
financial and production problems of
the company and otherwise enquir-
ing their loyalty.

This General Electric Company has
done so in an unusual degree. Many
years before the Plan was inaugu-
"For in West Lynn the forms of
"democracy are becoming in
the hands of experts, a device
for improving efficiency and
"even more than channels of
free democratic expression."

pany in January, 1923, organ-
ized the General Electric Employees' Union. This move
ment was supported by a board of fifteen
directors, seven of whom were elected
by the employees, and eight of whom
are employees in the various plants of the General Electric. All of
its property is held in trust and is
owned by the company which pur-
chasers the General Electric Secu-
"rith the company, the company
represents a certain number of
employees. The bank is engaged
in the public utility business in
the United States.

At West Lynn the impression is
borne in upon one that these ten
thousand odd workers are pocketed
nobody's in the sense that they are
in general but from the employees
of the other manufacturing establish-
ments in West Lynn. The company
has organized intercourses among the work-
ers in the various establishments. Attempts
were made to initiate such intercourses have been discouraged. Their critical attitude as
"citizens toward the public policies
of the company and more especially of
electrical utilities has been definitely
critical. This is not due to any
"acquisition of millions of securities
whose earnings depend upon the pro-
"fits of the company, General Elec-
tric Company and but of their utilities
in which the funds of the General Elec-
tric Company are invested. It may be that the policies of the company and of the leaders in
the electrical utility business in the
"vincent of the public interest as well
as to the relation of the public to the
"rapidly developing

(Continued on Page 7)
The College of Big Business

In the battle which raged between the rising industrialists and the de-
named landed aristocracy, between ec-
clasticism and secularism, a new
 type of institution of higher learning was
 born to face the challenge. These new
 schools had come to stand for social snobbery, in-
 tellectual repression, and religious
 sterility on the one hand, and the old
 two types of new school and the academic and the
 more pretentious in a university were genuine
 but as they were universities in the ac-
nected sense of the word.

Most of the new academies and un-
iversities were established in the ascending industrial class as a pro-
 test against the social exclusiveness, narrowness, and asceticism of
 the physical sciences in the older colleges. And they grew like mushrooms. The
 United States and Canada, had come to stand for social snobbery, in-
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nected sense of the word.
The First of May in Italy

THE FIRST OF MAY TO FIGHT

I, as an employee of the International Trade Union Center in Chile, decided to propose a national labor union for Chile. The government, in response, mandated the formation of the National Union of Employees and Electrical Workers. The existing funds had been maintained by a 10 per cent deduction from wages, as advocated by liberal professional politicians as just as they chose.

In addition to the private employees, these engaged in the public services are also exceedingly discontented. They have just formed their own union which will federate with the commercial employees. The trade unionism among the civil servants has been growing in importance. The government tried to put the burden of a budget-deficit of 300 million pesos on the shoulders of their employees.

The Greek Trade Union Movement

After the recent Balkan trade union congress held at Sofia, Samsach, Secretary of the I.P.U. vice-president, is really the only free trade union movement and to investigate the possibilities of strengthening it. This congress was a very important in view of the recent decision of a unity conference attended by 25 delegates from the "free" trade unions, the communist unions and the independent unions, instructing the executive committee of the national trade union center to affiliate to the I.P.U. and to bring about complete unity of the Greek trade unions inside that organization.

Samsach then addressed a meeting called by the trades council and by Milasides, a representative of the Greek national trade union center, and spent a visit to the camp of Greek refuges, and returned to Amsterdam after further meetings in Greece and Jugoslavia.

The Company Union in West Lynn

(Continued from Page 5)
electrical industry is highly controller power situation as there is a responsible policy if that the policies of the industry come into conflict with public policies of the national, state, and municipal governments, the employees would feel that they had no control of their destiny and the policies of the industry. They have no independent channel such as the organization to make the interests of the employees to be heard in order to make their true judgment as citizens effective. This is in sharp contrast with the workers in many other countries which is not only an institution of national and international scope but also the organized groups such as these represented in the National Council of Commercial Workers and Light Association which give very special attention to questions of public policies and employees in the interest of industrial management.

The striking fact about West Lynn is that practically all the special advantages enjoyed by the workers have been denied to them as a result of their own but of the company’s initiative. For in West Lynn the forms of democracy are becoming, in the hands of the experts, a device for promoting technical efficiency even more than channels of free democratic expression. Having agreed to suppress antitrust control with the idea of repudiating anarchism, the companyemen, with the assistance of its technical staff, got the jump on not only the labor representatives and has maintained the initiative ever since.

We are living in a scientific age, the age of the expert. The fundamental new twist is the increasing tendency of the decision between the Plan of Representation in West Lynn and the autonomous organization of the workers in the textile clothing industry is this: Shall the democratic group, composed of its individual leaders, maintain its organization, submit to the benefit direction of the expert, or shall it adhere to our traditional democratic faith that the voice of the people is ultimately the voice of God and make the export its own can be carried out by the company’s initiative.

In the United States, the company’s initiative has been formulated through the extension of the term "employee participation" to cover anything from the encouragement of such things as company unions, company committees, and company "Democratic Clubs." This is a process of corporate unionism rather than part of the traditional trade union movement.

In the United States companies have been invited to participate in the representation of the employees in union meetings at the works. The companies have been invited to set up "Democratic Clubs" and to use them as a means of getting the employees to accept the company’s point of view as the only true one. The companies have been invited to form "company unions" and to use them as a means of getting the employees to accept the company’s point of view as the only true one.

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At the time of writing no action had been taken by the union on the recommendations of the Joint Board Commission in the Clay and Silt Industry in the matter of a new agreement which was received about two weeks ago. Aside from the consideration that the document received of the meetings of the Board of Directors and two meetings of the Joint Board, it was not discussed by any other body of the membership of the Joint Board except the cutters.

Last Tuesday night, June 1, the Joint Board took up the report for the second time. Whatever action, if any, was taken, is in all likelihood unknown at this time. The members will be advised as to what steps will be taken to effect some of the recommendations. It seems certain that the recommendation of the Joint Board on this report will not be submitted to the members through a referendum vote. No information has reached the union as to when steps will be taken by the employers in the direction of submitting the recommendations of the Commission's recommendations for the amendment, for the simple reason that the agreement does not expire until July, there is sufficient time for all concerned to take action.

The Clay and Silt Industry.

Pending the action by the Joint Board on the union's stand in the matter of the new agreement in the clay and silt industry, the activities of the office are normal. The only unusual occurrence was when the Joint Board and the Central Board decided to take steps against any weakening of the union's position on the joint action, the new agreement comes up.

The information which reached the union was as follows:

And, contrary to what the employers were seeking relief means of having work made up in the event of an overtime closing down of the clay and silt division for the month, this is the sample union in these shops. The greatest difficulty experienced in the factories is a quite a number of these large shops have lately been closed down. The owners of the larger shops were found to be either sending out to the cutters to get the shops running or giving up their inside establishments for the purpose of making the shops small in order to keep the work going. The workers were supplied with work resulted in the closing of strikes. Some of these shops involving about forty cutters are closed to the members of the union, the closing of which is the sample union in these shops. As to the small shops, the great majority of these have not had any work to do to keep their shops open. They were worked regularly on Sundays. They reported to work as early as an six o'clock, between two and three of those recorded in the report did the cutter receive the same salary. In ad-

Business Agent Fisher also reported that he had been in the steady employment of this firm for two and a half years. He added positively that he had worked no overtime and that the wages he received were same work. At the time of the usual overtime closing down of the clay and silt division for the month, this is the sample union in these shops. The greatest difficulty experienced in the factories is a quite a number of these large shops have lately been closed down. The owners of the larger shops were found to be either sending out to the cutters to get the shops running or giving up their inside establishments for the purpose of making the shops small in order to keep the work going. The workers were supplied with work resulted in the closing of strikes. Some of these shops involving about forty cutters are closed to the members of the union, the closing of which is the sample union in these shops. As to the small shops, the great majority of these have not had any work to do to keep their shops open. They were worked regularly on Sundays. They reported to work as early as an six o'clock, between two and three of those recorded in the report did the cutter receive the same salary. In addition, the report showed that some of the workers were also paid as wages from the cutter to the firm amounts of $10, $15 and $25. The report also noted that the standard payment of the cutter was $4. A M. These cutters are insured by the W. E. Glickstein Designing School.

250 Grand Street, New York City.

The school is open all year round.