12-1932

Justice (Vol. 14, Iss. 11)

International Ladies Garment Workers Union (ILGWU)

Follow this and additional works at: https://digitalcommons.ilr.cornell.edu/justice
Thank you for downloading an article from DigitalCommons@ILR.
Support this valuable resource today!

This Article is brought to you for free and open access by the International Ladies’ Garment Workers’ Union (ILGWU) at DigitalCommons@ILR. It has been accepted for inclusion in Justice by an authorized administrator of DigitalCommons@ILR. For more information, please contact catherwood-dig@cornell.edu.
Justice (Vol. 14, Iss. 11)

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.
EDITORIAL NOTES

IT IS STILL TOO EARLY to attempt an appraisal of the Fifty-second annual convention of the American Federation now in session in Cincinnati, Ohio. For the moment we must content ourselves with a curios glance at the report of its Executive Council submitted to the convention. It is a document of unusual interest. There are teeth bristling from its lines, sharp, biting utterances, the kind one is not accustomed to see in the usually reserved Council declarations. The cumulative anguish of the fourth year of the depression cries out aloud through many of its pages.

Eleven million people unemployed; millions working on part time; nearly sixty millions-half our population-are living below minimum standards; workers' incomes are scarcely half of those received in 1929—a total loss of 48 billion dollars.

It demands: A 6-hour day 30-hour week as a standard applicable to normal times under present technical progress; distribution of man-hours with reference to total number of workers seeking employment; national economic planning; steeply graduated income and inheritance taxes; recognition of the equalities of the workers in the industries in which they work and at least protective equal to that given financial investments, and last, but not least:

Compulsory unemployment insurance, as a charge upon industry, costs to be borne by ownership and management of industry as part of costs of production. If modern management of industry has failed to provide work for millions of working men and women, ownership and management should bear the responsibility for this tragic state of affairs and should be made to assume the burden of supplying relief.

It is a foregone conclusion that the convention will line up behind the Council's demands. And while people may differ concerning the Federation's equipment and ability to enforce its demands, one thing is certain: It speaks the voice of the millions of wage earners in America and it addresses the country from a forum which is heard from one end of the land to the other.

THE NEW YORK CLOAK JOBBER'S Association has asked the Impartial Chairman in the cloak and suit industry to make "inoperative" two of the most important sections of its agreement with the Union. These are the clause affecting partial limitation of contractors and the restriction placed upon them with regard to employment of sample makers.

In substance, the jobbers' association is asking for the nullification of the agreement. To be sure, the jobbers have been trying quite consistently, ever since they had signed the agreement in July, to treat their new obligations as lightly as they would be permitted to. The jobbers are not accustomed to union responsibility. Small wonder they are irked and annoyed by it.

The argument they advance is that the Union is not fulfilling its undertaking to organize the non-union element in the industry. But coming from the jobbers this plea is, to say the least, disingenuous. It was their members who, more than anyone else, had kept and are still keeping the union busy day in and out fighting off violations, trying to direct jobber production to legitimate channels, etc. It was not, indeed, difficult for the Union's representatives to show, at the first hearing on this matter before Chairman Alger, that the complaints, the jobbers, had come to court seeking relief with hands not entirely clean.

The whole affair gives rise to suspicion that the jobbers had started this complaint at this time in order to drag it out long enough to enable them to make up their samples for the next season under the old conditions, namely, without the assumed obligation of running at least one inside shop. We doubt very much if they will succeed.

THE BETWEEN-SEASON LULL in the dress industry is on again. Most of the workers are out of the shops; the streets of the dress district are crowded each morning with job seekers, part-time work aspirants, seekers of any work at all.

FACING HARD REALITIES IN THE DRESS INDUSTRY The fall season, even in the better years no more the important work season in the New York dress trade, brought little cheer to the dressmakers while it lasted. There appears to be no sign of change in the dress market from the trend towards cheaper and ever cheaper merchandise. The competition between producers at the expense, of course, of labor costs—the only item which they seem to find it easy to slash continually—is becoming keener and ever more merciless. And with this epidemic of cheapness still rampant in the industry, work standards continue to fall, earnings continue to drop and union work conditions in the dress shops are being trampled under foot.

How long can this go on? What is to be done to check this demoralization? What methods of defense, or attack, is the Union to adopt to meet this extraordinary situation? The leadership of the Dressmakers' organization, of course, realize that a trade union cannot change industrial conditions which depend on the economic situation of the country as a whole; they realize that, insofar as lower prices reflect the impoverished condition of the buying public, any effort to stem this tide of cheapness on the part of the Union would be futile even if it had the industry one-hundred per cent organized.

But the Dressmakers' Union, and for that matter the great mass of the workers in the industry, are no less keenly aware of the fact that the present degradation of union work condi-
tions in the dress shops is the result not only of the natural causes of the prevailing depression. They know that the employees—jobbers, manufacturers and contractors alike—have taken all advantage of the economic crisis to cut prices, to discard agreed upon work-hour schedules, to humiliate the workers and to terrorize them into a state of fear and helplessness over their jobs.

And they know, too, that this mad scramble for cheapness is sending daily out dozens of shops into the outlying districts and into the nearby States of Connecticut and New Jersey, where cheap dresses of every description by the ton-load are being made up at unbelievably low wages, long hours and under conditions of veritable industrial slavery. And this flood of cheap merchandise from the constantly expanding out-of-town bootleg production centers, they furthermore realize, is only adding fuel to the fires of competition in New York and is further debauching work conditions in the New York dress shops.

These thoughts, worries and problems are uppermost now in the minds of every active member of the dressmakers' organization, of every leader and of every thinking rank-and-file. They constitute almost the exclusive topic of discussion at the numerous meetings which are being held now that the slack period has again arrived and the dressmakers have more time for stock-taking and planning.

The key to the situation appears, by general consent, to lie in the fact that the industry is but partly organized. Only about a third of the workers in the huge dress trade, with its nearly sixty thousand employees in the New York market, are members of the dressmakers' organization. It is too evident that even under good industrial conditions it would be impossible to control terms of labor in an industry in which only a portion of the workers are organized.

What means may, and should, be used to attract the masses of the non-union dressmakers into the organization? Industrial conditions as they are today, what slogan, what program is the Union to advance to the vast non-union element? The general campaign of last winter, it should be remembered, was a failure largely because the frightfully poor spring season in the dress industry which followed it had wiped out whatever results were achieved during that drive. What guarantee is there that general conditions will improve in 1933 and that improvements gained in another industry-wide drive will not remain improvements on paper only?

On the other hand, it is impossible to stand still and watch the industry sinking further into abyssal misery. Something must be done to arrest the continuous disintegration of work conditions in an industry which is still New York's largest—and most profitable—business despite the depression and the general lowering of the demand standards of the dress buying public. These thoughts fill the minds and plague the hearts of the active and loyal men and women in the dressmakers' ranks. They stir their meetings and agitate their discussions during these days of enforced idleness and inventory taking.

CLOAKMAKERS AND DRESSMAKERS in every women's garment market have suffered bitterly from the depression in the past three years. But nowhere have the workers in the cloak and dress shops been hit as hard as in Cleveland.

Our Cleveland Campaign

In Cleveland the employers have taken advantage of the depression to destroy union work conditions and together with it the Union. They have used every trick and scheme, first, to get rid of union control in the shops and, then, to smash down work conditions. After dealing with the Union on a collective basis for more than twelve years, the Cleveland cloak and dress manufacturers last year purposely dissolved their association and adopted a policy of bitter opposition to the Union. The Cleveland Joint Board was compelled to ask manufacturers on an individual basis while shops were temporarily lost to the organization and employers did not stop there. During the depression cut in many shops, work hours were disfigured, legal holidays was practically abolished against unemployment in the form of time, unemployment fund was all but abandoned—there and unhothouse of hard times.

The current drive of the Cleveland Joint Board to organize all the workers in the local shops is aimed primarily at putting a stop to this brutal irresponsibility. The cloak and dress workers must be saved from the tragedy of the sweat shop. They have been waited and suffered long enough. The time has now come for them to stand up like American wage earners and fight for the restoration of humane and decent work conditions in the local shops.

The Cleveland workers will not be alone in this fight. The International Union of which the Cleveland organization is a loyal and faithful part, has pledged to the Cleveland cloakmakers and dressmakers its full support in this campaign, and the International will abide by its pledge. Nor will the Cleveland workers be intimidated by the scare of some of their employers that they would give up business or liquidate their present shops should the workers continue to press the demand for decent wages, humane work hours and union recognition. Employers in other cities had tried this sort of bluff on many occasions, but when the workers showed courage and determination they invariably won out.

THE SENSATIONAL DISCLOSURES in the public press of disgraceful conditions in hundreds of women's garment shops in many Connecticut towns, where thousands of young girls are being sweated at unbelievably low wages and incredibly long hours, may have shocked a considerable number of enlightened and sensitive citizens in Connecticut and in New York. To those of us, however, who come in daily contact with the problems of the women's garment workers the revelations of Mr. William G. Shepherd, in Collie's, and of Mr. William Billsевич, in The Nation, concerning 15-year-old girls being forced to work 14 hours a day in fly-by-night Connecticut dress, lingerie and even cloak shops, is startling news.

We have known right along, and we have endeavored to make these facts as widely known as possible, that hundreds of such shops, if they can be dignified by this term, have been rigged up, during the past few years, in Connecticut—and in New Jersey—by former New York manufacturers and contractors whose labor-gouging practices had been checked by our Union and by the factory and labor laws of New York and who have found nearby Connecticut and New Jersey convenient places in which to take advantage of the unorganized state for their sweat shop operations. These sweat-shoppers have been encouraged to come to Connecticut town by real estate "booster" committees and by local chambers of commerce upon the promise that they would not be interfered with by labor laws, factory inspectors and trade unions. And whenever our Union had attempted in the past to organize these half-enrolled women workers and to protect them against the greed of the sweat-shoppers, we were met by the bitterest sort of opposition on the part of the local police and the courts who apparently regard trade union activity in behalf of underpaid and overworked young girls as a crime.

President Dubinsky's move in launching a broad organiza-
national activity in Connecticut, in conformity with the last decision of the G. E. B. regarding out-of-town non-union shops, could not have been made at a more opportune time. Let us hope, in the words addressed by President Dubinsky in his letter to Governor Cross of Connecticut, that "a thoroughly aroused public opinion will side with us in this campaign to eradicate the sweat shop conditions prevailing in these shops and that we shall not find the civil and court authorities allied with the sweatshops against us."

In addition, there is reason to believe that all fair-minded elements in Connecticut, aroused by these revelations of brutal work conditions in the sweat garment shops, will succeed in forcing through the General Assembly of their State, more adequate labor and factory regulations that would enable the Labor Department of Connecticut to proceed against these sweatshops and to offer the unfortunate workers employed in them a degree of protection.

 THESE ARE ELECTION weeks in most of our New York cloak organizations, and, like in former years, such elections are bound up with a lot of excitement, trades, "deals," and an expenditure of energy and means that to an outsider may right appear as extravagant and wasteful.

That our elections are hotly contested affairs is in itself not an unwholesome thing. Our unions have from their early days been thoroughly democratic organizations in which every cause, no matter how unpopular, has been allowed a generous hearing. It cannot be, nevertheless, denied that in the past few years especially these local elections have become tainted with abuses of fundamental trade union ethics and that the electioneering methods practiced in some of the locals have fallen far below fair standards.

To correct some of these abuses and to improve election methods and regulations until now in vogue in general, our last convention has adopted a number of new rules, printed elsewhere in this issue, which President Dubinsky has now forwarded, in a circular letter, to all local bodies the country over. It is to be hoped that the locals will strictly adhere to these new by-laws during the pending elections. We have reason to believe that such locals as have in the past spent entirely too much money for elections will practice economy this year and will reduce this expense to a minimum.

Above all, we hope that all sound trade union elements in all the locals—and they constitute a preponderant majority—will act like good trade unionists and will overwhelm every attempt on the part of the so-called "left" groups within some locals to creep into the executive boards for the benefit of their avowed Communist allies on the outside. During this critical period, in particular, such disruptive factors have no room in the councils of constructive trade union organizations.

VICE-PRESIDENT NAGLER, the general manager of the New York Cloak Joint Board, was granted a leave of absence by the central body of the New York cloakmakers after repeated and urgent requests.

Brother Nagler Seeks Health

Brother Nagler's health has not been good for some time past. Recently, however, the strain of his office began to tell heavily on him and his physicians advised him to take a rest and to mend his physical condition without further delay. The Joint Board was, therefore, forced reluctantly to accept his temporary resignation and appointed Bro. Samuel Lefkowitz, Manager of the Cobblers' Department, to fill this post while Brother Nagler is away.

The members of the Joint Board locals and all his numerous friends in our Union and in the Labor movement will wish Brother Nagler a speedy and complete recovery. We all hope that his temporary retirement from activity at the head of the Cloakmakers' organization will not be unduly prolonged and that we shall soon have him in our midst again.

Toronto Drive Under Way

By S. KRAISMAN
Joint Board Manager

I hope that our members appreciate the interesting time we are going through in Toronto and that they will long remember it as a lesson for future guidance. For, despite low work prices, miserable work conditions and unemployment, our local situation still offers many odd features that are to say the least amusing.

A Tory Allied With "Reds"

In our previous local opposition movements the examples of disruptive tactics are legion, at least, had somewhat of a union reputation and made an effort to cater to the better elements of the cloak trade. But it seems that even disruption has now degenerated, and we now have the enlightening spectacle of "red" and "black," of Fascism and Communism marching hand in hand in their abortive efforts to destroy trade unions.

A few months ago, when the disruptions began their turmoil in the cloak market, I predicted that it would not be long before our members of our Union discovered that they are dealing with a group of irresponsible who have unsavory reputations in the cloak trade. I am happy to say that not only our active workers but the general mass of the Toronto cloakmakers have recognized this fact.

The disruptionists, in the desperation to make a showing, having enlisted the assistance of a Montréal reactionary capitalist politician and are planning to break up unions with his assistance. The rank and file of the workers, by this time, are so nauseated with this unholy alliance that they avoid them as a contagious disease.

Union Prepares For Campaign

We expect Vice-president Kreindler in Toronto by the 13th of this month to assume charge of the drive. We have already picked an organization committee of 100 active members who are ready to do all they can in cooperation with Bro. Kreindler.

There is one thing that Toronto may boast of, and in this respect we are second to none, namely, of a splendid group of members who rise equal to any occasion and are ready to work day and night in an organization campaign. Not only have we "an old guard," veterans of several former campaigns, but we also have a younger element imbued with constructive union principles who can be fully depended upon. The spirit among our people, on the whole is very encouraging. Indeed, never in my experience in the Union have I seen better attended and better conducted meetings as we have had here during the past few months.

Drive Already Under Way

We recently had a general member meeting and all of us, without exception, were pleasantly surprised at the splendid turn-out of the meeting and a discussion of the questions was carried on in an intelligent manner. Every one present seemed to be of one mind that we must, under the circumstances, reestablish union control in the cloak industry. At that meeting we picked the organization committee I mentioned before, and this committee has held its first meeting last week at which plans were discussed and a complete machinery for the organization campaign was established.

As far as the trade in general is concerned, the little work we had here during the season has come to an end. There are a few shops making samples, but most of the manufacturers have not gone to New York for the season. However, the trade has organized as far as the composition of the firms is concerned, for, as usual, this time of the year, dissolutions and bankruptcies take place, and new partnerships are being formed. We now have a general idea as to whom we shall have to deal with.

And as far as the cloakmakers are concerned, the little thing on the mind of each and every one of them—the coming
News From Cleveland Fighting Lines

In the notices which our Joint Board had secured from the other local manufacturers, the 15th of November was set as the date for a definite decision on the agreement for 1932. Prior to that date, however, the Keller-Kohn Co., the largest cloak employer in Cleveland, with nearly 300 workers in their inside and outside shops, notified us that they were considering their business. They gave the following reasons:

1. Their business had shrunk materially in the past year;
2. They had lost money in 1931;
3. The company was overmanned; they were unable to maintain their salesmen;
4. They were going out of business.

Secondly, in order to effect a readjustment in their overhead, they could not find a better way than to announce that they were going out of business. Such a move, they feared, would cause their members to an extent that we would be willing to accept terms similar to those offered by us a year ago.

Not Liquidation But A Fight on Union

The Keller-Kohn Co., however, is in error. They can feel sure of a spirit of our members, though the psychological pressure created by their announcement cannot be underestimated. But our members are intelligent enough to understand that the Keller-Kohn business is not the kind to be thrown away or given up. It is obvious that the firm is not going out of business but is contemplating a fight upon the Union. In fact, last week an event took place which confirmed our contention. The firm began to make samples for the Spring season giving as an excuse that the samples are made only to dispose of the Spring material on hand. What the Keller-Kohn firm really intends to do, in our judgment, is to give up the inside shop and to make up its garments wherever it can get them made. But the Union is ready to meet this challenge and to meet it effectively.

Committee Confers With President Dubinsky

Our Joint Board, realizing the big problem before us decided to confer on this matter with the General Office.

Brothers Friend and Solomon, chairman and secretary of the Joint Board, were sent to New York to consult with President Dubinsky on the situation. President Dubinsky assured them that everything possible would be done to help the workers of Cleveland in their fight with the company. The message brought back from our President was very encouraging to the Cleveland workers and they stand ready to take up the challenge of the Keller-Kohn firm.

Until this situation is cleared up our answer to the other manufacturers will be kept in abeyance while we are watching every move they might make.

Our Organization Drive

It is needless to point out here that the Keller-Kohn announcement has had a damaging effect upon our non-union workers. The workers in the non-unions do not realize that the company is interested in their well-being and should be treated accordingly. The firm knows that if we succeed in organizing non-union shops and improving the conditions of the workers, conditions in these shops will not be found to be just as bad as they are now. The non-unionists also fail to recognize that the announcement was intended to break down the Union's campaign so that the firm might go ahead with its plans to manufacture their garments under sweat shop conditions.

Since the campaign started, a series of leaflets have been distributed at the shops by our committees. A shop paper called "The Ladies' Garment Worker" has been started which contains also shop news and other trade union matters. Our members are working energetically in front of the shops. Non-union workers are also nightly visited in their homes. These non-union workers are beginning now to understand more than ever before that in order to keep in step with developments in the garment industry they must have a union.

Meanwhile, the manufacturers are using every conceivable method to intimidate and coerce the workers. They have threatened to discharge those who dare to join the Union and have formed a stool-pigeon system in the shops to discover such as join the organization. At the present time, only a miracle may avoid here a general strike. Many of the non-union workers have promised that when the strike is called they would respond to it.

What We Demand

In this organization campaign the Union's demand are:

1) Abolition of the sweat methods in many factories;
2) Higher pay;
3) The 8-hour day;
4) Strike compensation;
5) Guaranteed minimum wage scales for all crafts;
6) One price for inside and outside workers;
7) Time and a half pay for overtime;
8) Pay for legal holidays;
9) Security against unemployment.

President Dubinsky in a letter advised us that on his way back from the A. F. of L. convention he would stop over in Cleveland for as long as time as might be necessary to review the Cleveland situation. Our members are looking with eagerness to having President Dubinsky here as this would be the first time since 1918 that a prominent of the International has taken a direct part in the making of an agreement in Cleveland.
Chicago Negotiates Cloak Contract

By MORRIS BIALIS, V. P.
Manager, Chicago Joint Board

For several weeks past we have been
Chiefly engaged in negotiations concern-
ing the renewal of agreements with em-
ployers.

These negotiations have been more diffi-
cult than usual because our em-
ployers appear to have changed their ap-
petites—at least we made up a proposal
For instance, they may as cutters, furred-
all, workers, conditions for should be-
ers, edge basters, but only when we told them
come piece workers. As a result, they began ask-
that this is unhappiness in the production" for these

The Keep On

They also came around the agreement further asked
with a demand for a wage of $3.50 per hour. Also we have
for the period, and that the piece workers' associ-
ions, or any other persons, or any of their em-
ployers, each of whom is aware of his
society for the evils of the cloak trade and in the end winds up with
We have little

On our part, we made clear to our em-
ployers that we shall not consent to any of their
impossible whims, come what may. Our con-
tent, that the agreement be renewed for another year,
not because we are so happy with it but
largely because we have taken into consid-
rations present conditions in the industry and
are willing to hold back some of the

Thus far, after six weeks of conferring,
we have reached an understanding with the
firm of Shenker, Michel & Weinstock, the
biggest cloak house in Chicago. The con-
tent, that the agreement be renewed for another year,
not because we are so happy with it but
largely because we have taken into consid-
erations present conditions in the industry and
are willing to hold back some of the

In the Philadelphia Organizations

By ELIAS REISSERG,
Vice-President, Manager Dress Joint Board

In the Dress Industry

The fall dress season in Philadelphia was
one of the worst ever experienced in the
local dress history. It will not be an exag-
geration to state that there was hardly one
full week's work in the shops from August
until now. At present the "season" is at
an end; most of the shops are shut down.

We believe that the situation is due to the
general rule in many other cities. We know
that we are not alone in the plight of
unemployment. We are not ignorant of
the fact that dressmakers everywhere now-
adays have to struggle to keep body and
soul together. But knowing this does not
believe our situation, for a time like this,
conditions in the shops are diurnal and our
members are all having a desperate fight on
our hands to make a bare subsistence. At
of Philadelphia standards and work terms.
their members realize that, in spite of the
usual conditions, we would be able to
continue operating in Philadelphia under
advice, a fully organized dress market.
pearance of such conditions in an industry in which
labor is controlled by a labor union
with a balance of power maintained and conse-
sequently has a sound

The Cloak

With this realization in mind that
is Fort Philip Walset and Dress Joint
It was at a committee, early in October,
the Philadelphia Board which was held at unity
Philadelphia, that the committee outlined the
situation Executive Board was also
Executive Board was also
House. Our object was to
the convention's de-
A. R. B., to the committee, to carry on the campaign in
the Board to carry on
the Board to carry on
House. Our object was to
the convention's de-
A. R. B., to the committee, to carry on the campaign in
the Board to carry on
the Board to carry on

Economy in Our Union

We have, in the past several months,
introduced in our organization all the econ-
omy in management that was possible. In
fact, since the depression has started, we
have more than once attempted to make
expensive suits our income. This time, how-
ever, we went to the home and reduced our
staff to two paid officers. To make this pos-
sible we had to go through with our elec-
tions two months before the expiration of
the regular term. The voting took place by
the end of October, and the writer of these
lines did not know the outcome until this past week. M. A. Goldstein was
secretary-treasurer. He also will act as business

We also in place to mention here that
this election had passed without leaving
behind any bad "political" aftertaste. The
brother, a candidate, con-
tinue to cooperate with the present offi-
cers of the organization on the same friend-
ly terms as before.

Our members in Chicago have received
with real satisfaction the news that the Gen-
eral Executive Board had decided at its last
meeting to devote a special sum of the
funds to the encouragement of union activity in the small towns in the vicinity of
Chicago where non-union cloak and dress
makers are working. We feel that the cloak industry suffers from the evil of "out of town" pro-
duction no less than New York; it is an al-
ady, which cannot be overlooked if we are
to keep up union conditions in our cities.

We expect shortly to renew our organi-
sation activity in the towns where we lately
conducted strikes against runaway firms.

The Cloakmakers

in the local cloak industry we have en-
countered likewise a very bad time and the
Cloakmakers worked only half time through-
out the last fall season. The cloak season
as we have seen, is limited to only a short
season, but not good enough to be able to
say that the cloakmakers are making as fair a
living as they have in former years. As a
result, the activities in the Cloakmakers
Union were slowed down somewhat and the
question of economy has been constantly
coming up at their meetings.

Traditionally, the cloakmakers' organisa-
tion in Philadelphia does not change its
leadership every year. The Union is made up like one big family, and there never
has been any reason for a change of leadership.

The two officers of the Philadelphia cloak-
makers, President Morley Rubin and Secretary
Rubin, been reelected from year to
year without any opposition. It was very
harsh for them to realize that they were
not to decide on a curtailment of its staff, but
the change was unavoidable. Brother Dom-
sky, a veteran of many years, volun-
teed to withdraw from office and has now
become a "rank and file." A special elec-
tion was held on November 9th to
brun and a new executive board for an-
other term and is now the only paid of-
cial of the Cloakmakers' Union. There is
no doubt that the cloakmakers will lend
him this in the future.

Trouble in Sight

The cloakmakers will sorely miss the
leadership of Brother Domsky, but they are
sure that he will continue his useful activity in
the organization. They also feel that
the appointments of the new executive board
will be rendered satisfactory. The new secre-
tary service he had given the Union, and the Joint Board, at its last meeting, ap-
pointed a committee to represent the union in
the near future.
Out-of-Town; A New Problem

By HARRY WANDER
Manager International Out-of-Town Dept.

The problem of the out-of-town shops is not a new one in our Union: it is, in fact, as old as our organization itself. The flight of the American worker from the big cities has practically begun from the day our Union in New York has succeeded in obtaining better wages and the right of organization for the workers of the metropolitan district. The small town in Connecticut, New Jersey or upstate New York to the union-dodging manufacturer or contractor always has contained a strong attraction from the viewpoint of cheap, plentiful labor, cheap production plants and abundant protection by the local authorities.

Years Ago and Today

This problem, however, while not a new one, has never before been as significant to the well-being and the work standards of the big-city Union worker as it is today. It has become, in recent years, not a question of individual shops escaping from New York City but of a wholesale exodus. "Out-of-town" has become a big production market: employing thousands of workers. There has been more than one underlying cause which led to this development. First, the making of cloaks and dresses, at one time a complex task requiring skill and experience, has now become quite simplified. Years ago, only producers of the cheapest garments could afford moving their shops to outlying localities such as the Brooklyn districts, Harlem, Bronx. An employer who would transplant himself to a place outside New York proper was then compelled to take along with him a complete staff of mechanics and that implied large costs. There was also the troublesome problem of delivery, the hazard of the New York Union declaring a strike even in the new locality (the runaway shop invariably had a few workers in it who still considered themselves New York members and would not be willing to "sell"), and all these drawbacks combined used to make moving out of New York a rather expensive and cumbersome task.

A Fire-Fighting Agency

The Eastern out-of-town department, which the International had organized in those years used to perform the functions of a fire-fighting agency. Its business and policy was chiefly that of bringing the runaways of New York and sending them back. And it was a matter of record that even that limited sphere of work in that period used to keep the department, with a staff of a dozen or more organizers busy day in and day out at a cost which amounted to many tens of thousands dollars annually.

The simplification of the strong and workmanship in the cloak and dress industry has created new out-of-town possibilities for numerous jobbers and contractors who were eager to get away from the city. As a result, control of work conditions. The Dellers in the cloak industry and the Fleecehams in the dress industry have disappeared to make room for the Big Shop. The reason for this is that the cloak trade and for the Wessens in the dress trade—large scale producers of cheap merchandise, the kind that can be made practically everywhere. The truck transportation system has also developed to an extent that it has become just as convenient to ship made-up goods from a Connecticut or Jersey town overnight to New York as from one Manhattan section to another.

A Totally New Situation Now

In short, the out-of-town situation has attained such a degree of criticality that we are facing it present in Connecticut, New Jersey and upstate New York hundreds of cloak and dress shops manned by thousands of workers, mostly women, in addition to hundreds of other women's garment shops such as muslin and silk underwear, children's dresses, house and apron dresses, etc., etc. How are we to combat this tremendous danger? How are we to check this growth which threatens to destroy work conditions in the organization in New York City, a city in New York?

What then is to be done? How can we proceed to make these shops less of a competitive menace to the organized market? My answer is: We can only handle these shops, we must take them into the fold of the Union; we must improve the work conditions and the living conditions, we must bring the production costs down so that the shops in our out-of-town organization can compete with the outside shops. We must improve the living conditions and the work conditions. In this way, however, we shall be able to convince them of the boni effect and win them over to our side.

If we undertake among these workers a campaign of organization and for improvement of work conditions, I am confident we shall win in the end. By this method we shall also succeed in cutting down the present merciless competition of the out-of-town shops offer to the union shops in New York.

G. E. B. Unveils Sigman Monument

More than six hundred friends, former associates and co-workers of Morris Sigman, late president of the I. L. G. W. U. who died in 1937, gathered on Sunday, November 28, at Mount Carmel Cemetery, Queens, L. I., to unveil a monument erected in his honor by the General Executive Board of the International Union. The monument, a shaft of brown granite, bears the simple inscription in the center: "Morris Sigman, 1881-1937." A couple of feet lower a legend, in italics: "He Fought, Served and Left His Mark on the Labor Movement."

Early in the morning, committees of the various local unions in Greater New York and the other local unions in other cities—Boston, Philadelphia, Cleveland—took to their International Building, 3 West 14th Street. More than a half dozen busses and about fifty automobiles took the invited guests and the several hundred members delegated by their organizations to take part in the unveiling at 11:30 A.M. to the cemetery.

A Simple Ceremony

The unveiling ceremony was as simple and as impressive as the life of Morris Sigman. There was genuine earnestness and deep feeling in the short addresses delivered at the grave and this profound feeling showed itself clearly on the faces of hundreds who thronged the tombstone which was completely covered with wreaths of flowers sent by locals and by central bodies. Vice-President Julius Hechman, a life-long friend of the late Morris Sigman, acted as chairman and presented the speakers.

The first to speak was Hugh Frayne, New York State director of the American Federation of Labor, who spoke on behalf of President Green and the Executive Council of the International. He said in part: "We have made this pilgrimage to the grave of Morris Sigman to express upon this sacred spot our tribute of love and affection for one of the leading lights of the national labor movement, one who during his life contributed not only to our own, but also to the interests of labor and to the cause of human progress and happiness. If he were with us to-day he would play the active part in the labor movement which he loved so well. He would be helping to solve the many trying problems that confront us in all the work of the Union and to the Labor Movement as a whole."

A Heart That Beat For All Mankind

"No man in the Labor movement of his day did more to inspire in the minds and to infuse the spirit of confidence, loyalty, devotion and determination to secure a greater and fuller share of the good things of life than did Morris Sigman," said Elmer H. Huse, president of the American Federation of Labor. "He was an ardent labor leader, a dedicated Union organizer. He approached the labor movement as a crusade. He was an ardent lover of labor, a dedicated labor leader. He was a true friend of the workers, and his influence was for the good of labor."

The warmest and most touching speech delivered at the unveiling was that by President David Dubinsky, President Dunsky began by interpreting the simple inscription on the Sigman monument into chapters of the life and career of the late leader. "Morris Sigman," he said, "expresses better than any other word the real meaning of the life and career of Morris Sigman."

A General and A Soldier

"Morris Sigman was not only a general, he was a soldier in the ranks who shared with his comrades in the trenches all the
With the New York Dressmaker

By MAX BLUESTIN, Secretary

In his report in the November issue of "Justice," Bro. Samuel Perlmutter, manager of Local No. 10, complains about the officers of Local No. 22, who, he claims, at a recent meeting of the local, had charged the cutters' union with failing to cooperate with the other locals of the Dress Joint Board.

Brother Perlmutter says that he cannot "afford to cast any doubt on the motives behind these insinuations." "If," he says, "the failure of the Dress Joint Board to function properly is due to the lack of cooperation on the part of Local 10, I should consider it a very serious charge, and Local 22 should have referred such charges directly to the International." Several instances were also cited by him, in which the cutters were made the victims because the operators—who, he thought were members of Local No. 22—did not cooperate with the former in helping to win certain strikes.

I sincerely welcome this opportunity to discuss many vital problems in the official press of our Unions, in the hope that such a discussion will accelerate their solution. I am certain that if we approach the questions in a proper spirit, we shall soon find it possible to work for the common good of our entire organization.

One more word concerning this charge of non-cooperation. Non-cooperation cannot be righted by charges, as Bro. Perlmutter suggests; nor can it be salved by gaining a favorable decision at the hands of an investigating committee. It has been proven more than once that it is quite possible to comply with the letter of the law and at the same time resist diametrically the spirit of the same law. It must be apparent, also, to Bro. Perlmutter that every official verdict carries with it, as a rule, new and more violent controversies. We must, therefore, dismiss the question of charges and, instead, examine broadly the position which Local No. 10 has adopted towards the Dress Joint Board from its very inception.

"After Me, the Deluge"

In attempting to meet the present crisis in our industry, I believe, Local No. 10 has assumed a policy of self-preservation which, in essence, is identical to the theory of "after me the deluge." It is likely that Local No. 10 was driven to this position by the force of circumstances, but that it did not subject its position to less criticism. We are convinced that the momentary tyranny of the individual over the majority is the thing being done in principle is not only an improvement in the lot of the workers who constitute a minority in every case, but without taking into consideration the craft, is neither morally or practically.

Of course, it enhances the local administration when its members that it has made improvements for the greater and more enhance the prestige of the craft. Setting all the workers could show the same position and for the sake of the local, it is likely that Local No. 10 was driven to this position by the force of circumstances, but that it did not subject its position to less criticism. We are convinced that the momentary tyranny of the individual over the majority is the thing being done in principle is not only an improvement in the lot of the workers who constitute a minority in every case, but without taking into consideration the craft, is neither morally or practically.

Let us consider for which Local No. 10 is newly developed trade, industry, get the best existing conditions, which such a price development would lead to. If the movement is a struggle for the workers in the industry, it have been entirely different. The lives of the workers at the Joint Board were on necessary conditions and would, no doubt, have been different. One need be no prophet to see that the low standards, wage cuts, deterioration of union conditions, evil practice was bound to bring Local No. 10, however, havin...
tion in time of strike. And the case of Germaine Mantel is even more interesting. This shop was stopped off upon the initiative of one of the members, and the shop was not a part of the workers. Towards the end of the strike, however, the cutters became less active, and the shop. Permuter believes that he must have to an extent. The cutters were then turned back to work after negotiations with the firm conducted directly by Local No. 22. Although the shop was not a part of the department of the shop board. If the results thus achieved by that strike were unsatisfactory, it should be credited to Local No. 10.

More Instances of Non-Cooperation

Speaking of non-cooperation, we must not eliminate the financial question which is always plaguing the Joint Board. We maintain, in order to fulfill its obligations to the affiliated locals and their thousands of members, the Joint Board must, at all times, be provided with the necessary financial means to carry on its work. A cursory examination of the recent Finance Report of the Joint Board reveals the startling information that for the 16 months ending April 30, the entire sum contributed by the four locals affiliated to the Joint Board amounted to $71,730, of which sum Local No. 10, whose proportion of the joint Board's total income is 53 per cent, should have contributed the sum of $23,024. Actually the local contributed only $7,773 or less than one third of the $10,034, actually paid. This means (that while Local No. 10—a solid organization composed exclusively of men, weak workers—remained in arrears to the Joint Board $14,636 which (the Joint Board urgently needs) the poor Local No. 22, with its leaders of "comparatively recent affiliation," not only paid its share to the establishment last year is 45 per cent, and which should have contributed the sum of $9,970 actually paid an amount of $10,166. This means (that)

It is made evident that even in matters of finance there is a definite lack of cooperation on the part of Local No. 10. Yet, this cannot be made the basis of a charge of lack of cooperation in other departments. The Joint Board might go on with its work, but has actually overpaid the sum of $10,503.

It has been made evident that even in matters of finance there is a definite lack of cooperation on the part of Local No. 10. Yet, this cannot be made the basis of a charge of lack of cooperation in other departments. The Joint Board might go on with its work, but has actually overpaid the sum of $10,503.

Local 10 Is Able to Help

That Local No. 10 is fully competent to render valuable service in conformity with the purposes and objects of the Joint Board is beyond question. We all agree to that. Its 45 years of existence is something of which both Brother Permuter and all the senior members of his shop can justly be proud. In fact, all the members of the International share that pride and glory which is Local No. 10. While the experience of 45 years ago are not applicable at this time. An organization such as Local No. 10, not unlike any other large shop, has its traditions and avocations, offering its prestige when it assumes an aggressive policy for the general betterment of conditions of all the workers in the industry and not only of its own particular local.

With the Baltimore Cloakmakers

By SAMUEL KAPLAN, Secretary

As I read in "Justice" about the difficulties and hardships which our organizations, all over the country are facing these days on account of depression, the thought occurred to me that we here in Baltimore are no exception to the general rule. We are a branch of the American Stitch of our industry, and the workers that are disturbing the lives of the cloakmakers everywhere these bad times have, naturally, harmed us considerably.

Our own problems here are perhaps even more aggravated for the reason that we have not here any private manufacturers; just a few big jobbers and a lot of small contractors. As a result, control of work conditions in the shops is very hard, and being that the jobbers here carry the responsibility for production, the moment we confront our union contractors with a demand for more or less decent prices we are faced with the possibility that the jobbers would send the work to non-union contractors and our members would then be left without business. This is bad, well to bear in mind in connection with some of the plans that we are getting ready to carry out in Baltimore for the next season.

We Hold Our Position

What concerns the condition of our local, its strength in enforcing the existing rules and the help of the international, we have succeeded in holding our lines and even repelling several attacks by the employers. We are going on with organizing activity right along as the present situation only would permit, and the outlook of work this last fall season in this town, but, as it could have been expected, our workers did not take advantage of the situation to force through better conditions or get for their labor. Instead of that they remained contented with large bundles and long work hours. And now that the sea is a little calmer it is the job to make sure that they have nothing left of this "good" season, except that they have learned a lesson from which they should profit in the future.

Some of Our Plans

And now a few words concerning our plans for the next season. Unfavorably as known, we have here all the self-imposed restrictions and discipline in the shops, and we have very few from the shop owners. We are looking for the coming season with the hope of a better understanding between the shop owners and the workers.

For my part, I have no doubt that every Baltimore cloakmaker, regardless of the fact whether he or she belong now to the Unions or not, understand the great importance of this demand, I believe that when the opportunity comes, they will all like one person rally to the call of Local 4 to rally for the improvement of conditions and a more or less tolerable existence.

From the various reports which come to the attention of our office, it is apparent that there is a lack of discipline in many shops in the matter of enforcement of Union decisions. Instructions are not carried out and are very often frowned upon by the shop owners who are ready to criticise the office for not taking a more stern attitude in the shops. It is important that we learn to respect our own decisions. Obeyance of self-imposed decisions is essential to the welfare of the organization. We must, once and for all, lay down the law for the future, for the benefit of our members and maintain our dignity and discipline.

b) Shop Restrictions

That the last year or two the system of shop restrictions is more or less. If, for instance, a certain shop wanted to keep out additional workers from its midst, the chairman asked the office to restrict the issuance of working cards to that shop and that was all. Such practice led to the formation of privileged shops and reacted unfavorably upon our members, particularly those more active. It is, therefore, recommended that restrictions of shops be limited to those instances where the shop chairman, business manager or departmental or local managers agree that it is in the interest of the shops and the Unions. Otherwise, every good standing member may be issued a working card to any Union shop.

December 8th—Our Next Meeting

The next General Member Meeting of our Local will be held on Thursday, December 8, at 8 p.m. at 2434 Pennsylvania Avenue and 44th Street. At this meeting, a complete plan of activities for the ensuing season will be discussed. Members are urged to attend this meeting. Only presenting union cards will be admitted.
December, 1932

The Connecticut Needle Trades

By WILLIAM BILEVITZ

(Reprinted from The Nation, No. 10, 1932)

While the attention of the country has been focused on the unhappy condition of Southern textile operatives, Kentucky miners, and other groups whose economic lives are determined by industrial towns of Connecticut have been having labor troubles of their own. Even before the entrance of the sweatshop into Connecticut, the State was not exactly a workers' paradise. The Manufacturers’ Association has seen to that. For years wages have been low, unions have been suppressed, and labor legislation has been discouraged. Nevertheless, the Connecticut industrial worker has remained docile. Recruited largely from the most recent immigrant classes, he is usually an Italian or Slav. In the factories he has contributed his share to the manufacture of machinery, hardware, firearms, corsets, typewriters, alluvium, and clocks with rarely a word of complaint. The possibility of a lay-off was his one concern. Otherwise he lived bolsterously in the factory district, voted the Democratic ticket, alternated between Italian wine and needle-dry beer, and through the magic of installment buying managed to enjoy the benefits of progress until the crash of 1929.

For a number of years prior to the new historic crash Connecticut cities had been trying to restrict the sweatshop industry, which settled in New Haven. But a short time ago the Connecticut City, containing plenty of immigrant men and women accustomed to employment at a low wage level, Connecticut had obvious advantages for the needle-trade industry. These new factories were feeling from the high wages imposed by the Amalgamated Clothing and Textile Workers of America, the leading labor organization in New York City as well as from the stringent labor restrictions of New York State. They found in New Haven all that they desired: low wages, uncapped and unorganized public controls, and the state. Editors demanding immediate action have appeared in a number of Connecticut’s important newspapers. Governor Cross, Lieut. Governor Swift, and Mayor Murphy of New Haven have all denounced the sweatshops but admit themselves powerless to act without the proper remedial legislation. That legislation will undoubtedly be presented at the next meeting of the General Assembly, where it will have the assured support of the House of Representatives and the assured opposition of the Connecticut Manufacturers’ Association.

The Employment of Women in the Sewing Trades of Connecticut

It is no fair to say that the new factories migrating to New Haven paid wages at first that were in general on a level with the existing wage scale in the established trade. And some of the shops it was possible for a girl ($6 per cent of the employees in the Connecticut needle trades are women) to earn from twenty-five to thirty-five dollars a week. At this rate the overtime was paid upon, which with overtime the wages were frequently higher. It was not long, however, before the girls in the needlework factories began to realize that the wages were not only lower, but that the working conditions were worse. It was explained that the cost were temporary, the result of a decrease in business, and that as soon as conditions improved the old wage level would be restored. The girls soon became convinced that business was not quite as bad as their employers had led them to believe. The orders continued to come in for larger quantities ofneckwear than ever before. But they accepted the cuts until a series of minor irritations finally resulted in a walkout and strike. That was in 1927.

Since that time, at least a dozen other strikes have broken out in the New Haven area. Even women have not been left out. The factory, with the frequency of strike among the needle-trade workers of New York City, this will not sound at all unusual. But it must be remembered that in New York New Haven five years ago the strike was rare in Connecticut. During these years of strikes and wholesale layoffs, scores of student workers from Yeshiva distributive pamphlets explaining why the girls were out. During the last of these strikes a number of prominent society women of New Haven deserted their social functions on Prospect Hill to buttress the picket line. Among these were Mrs. Charles G. Morris, whose husband was at the time the owner of the Chamber of Commerce, and Mrs. George Parry Day, wife of the treasurer of Yale. But from the beginning it was apparent to the strikers that they had to back their own way. Their entrance of representatives of the Amalgamated Clothing and United Needlework unions did little more than temporally soften the struggle. Supported by the authorities, and able to draw upon the State’s large unemployed class for strike-breakers, the owners of the shops in New Haven were able to maintain the old system, followed by scores of arrests, finally ended a strike in the Blagman plant in February of 1929; but sporadic strikes have continued.

Meanwhile, scores of new companies continued to stream into Connecticut from New York. Although the center of this rapidly growing garment industry was concentrated in New Haven, shops began to appear in other cities on Long Island Sound and at short distances removed from the Sound. These included: Bridgeport, Milford, Derby, Ansonia, Shelton, Wallingford, New London, and Willimantic. A large majority of the new establishments included the so-called chain stitchers. It is necessary here to differential between a regular factory and a contract shop. The owner of a regular factory in the needle trade endeavors to maintain the needlework for a market the fluctuations of which are known to him through experience. He is reasonably sure of disposing of his manufactured product at a fair price. Another shop, however, any more than he believes he can sell. For this reason employment in a regular factory is fairly stable and hours are more regular and the conditions are frequently open, busy singing of factories, whereas the sweatshops usually have a cutthroat competition and the pressure exerted by popular-priced chain stores promising volume-buying is to reduce the wages of the workers.

Since Connecticut has no law compelling registration of establishments employing labor, it is impossible to determine how many contract shops are now functioning. Miss Helen Wood, formerly industrial secretary of the New Haven T.W.C.A., is now the state labor investigator for the Connecticut Department of Labor, estimates that there are approximately 100 such shops in New Haven and an equal number scattered over the rest of the State. Certainly enough of them have been unearthed to indicate that the contract shop is a thriving Connecticut institution.

We are therefore not surprised that the labor laws of the State are quite lax. A comparison of labor legislation in Connecticut with that of New York, or Massachusetts will amply justify this statement. Nevertheless, there is plenty of evidence that the contract shops, as well as some of the regular factories, have been getting away with existing legislation. State labor investigators have found numerous cases in which wages have been withheld, and minors have been employed without school certificates. Hundreds of women have been working more than the legal fifty-five hours a week. Still other cases have been uncovered where employers were given home work after spending fifty or more hours a week in the shop. In such instances other members of the family, from mother down to younger sister, frequently assist in completing the work through long hours at night. Even Sunday has been converted into another day for the factory for scores of Connecticut needle-trade girls.

These conditions have repelled even the old-time Yankee manufacturers of the State. Not only have they had to pay in the contract shops has amazed and repelled them still more. Thousands of girls can be found throughout the State whose weekly wage on the basis of the laws is $6 to $8 dollars. The following tables represent the wages paid in two of Connecticut’s contract shops on information secured by the State Department of Labor in recent investigations. Since most of the contract shops have little or no bookkeeping, figures quoted are given on the capricious notes of employers and managers. The first table represents the wages paid for a fifty-hour week and a forty-
Local 1-17 Controversy Nears End

November 3, 1932.

Dear Sir and Brother:

In pursuance of instructions of the General Executive Board at its last meeting, the Special Committee, which was appointed to carry through the classification of shops on the basis adopted by the General Executive Board in October, 1932, and approved at the Convention of the International, laid down the following final rules of procedure:

1) The Committee shall submit a list of shops to the Joint Board and to Local 1 and Local 17, respectively.

2) All operators at present members of Local 1 working in shops classified as Local 17 shops, in conformity with the rules adopted by the G. E. B. on October 30, 1932.

3) Accordingly, all operators at present members of Local 1 working in shops classified as Local 17 shops, shall transfer their membership to Local 17; all operators at present members of Local 17 working in shops classified as Local 17 shops shall transfer their membership to Local 1.

4) In the event that transfers under the regulations herewith set forth shall be charged by the Local Union from which they were transferred for dues up to November 1, 1932 only.

5) Should any member whose local affiliation is to be transferred not be able to pay up his arrears in accordance with the Committee's recommendation, the Local Union shall, nevertheless, issue such transfer and make the amount of his arrears on his transfer card. The Local Union receiving the transfer shall collect the arrears at a turn over to the member's former Local Union in amounts paid by him from time to time until his obligation is fully met.

6) Within one month an accounting shall be made by one local to the other of the transfers given and the charges of each shall be balanced, the difference to become the obligation of the local having an excess charge.

7) All members who are in arrears up to 32 weeks shall not be accepted by either of the Local Unions without transfers.

8) Such members as have been automatically dropped from the rolls (after the 52 weeks stipulated above) shall be transferred to the Local Union under whose jurisdiction the eight-hour week might be added to these wages are comparatively high.

Amounts

<table>
<thead>
<tr>
<th>Amounts</th>
<th>50 hours</th>
<th>48 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.50</td>
<td>14.44</td>
<td>14.44</td>
</tr>
<tr>
<td>5.05</td>
<td>4.94</td>
<td>4.94</td>
</tr>
<tr>
<td>6.35</td>
<td>6.26</td>
<td>6.26</td>
</tr>
<tr>
<td>7.35</td>
<td>7.25</td>
<td>7.25</td>
</tr>
<tr>
<td>8.35</td>
<td>8.25</td>
<td>8.25</td>
</tr>
<tr>
<td>9.35</td>
<td>9.25</td>
<td>9.25</td>
</tr>
<tr>
<td>10.35</td>
<td>10.25</td>
<td>10.25</td>
</tr>
</tbody>
</table>

Median $8.61 $5.51

The table that follows is a record of wages paid in a certain New Haven drug store. The employer did not have any data with respect to the time spent by his employees on the basis of piece work alone.

Amounts Earned

<table>
<thead>
<tr>
<th>Amounts</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.60-$0.99</td>
<td>6</td>
<td>girls</td>
</tr>
<tr>
<td>1.00-$1.39</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>2.00-$2.39</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>3.00-$3.39</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>4.00-$4.39</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>5.00-$5.39</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>6.00-$6.39</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>7.00-$7.39</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Median $1.21

Local 1-17 Controversy Nears End

November 3, 1932.

Dear Sir and Brother:

In pursuance of instructions of the General Executive Board at its last meeting, the Special Committee, which was appointed to carry through the classification of shops on the basis adopted by the General Executive Board in October, 1932, and approved at the Convention of the International, laid down the following final rules of procedure:

1) The Committee shall submit a list of shops to the Joint Board and to Local 1 and Local 17, respectively.

2) All operators at present members of Local 1 working in shops classified as Local 17 shops, in conformity with the rules adopted by the G. E. B. on October 30, 1932.

3) Accordingly, all operators at present members of Local 17 working in shops classified as Local 17 shops shall transfer their membership to Local 1.

4) In the event that transfers under the regulations herewith set forth shall be charged by the Local Union from which they were transferred for dues up to November 1, 1932 only.

5) Should any member whose local affiliation is to be transferred not be able to pay up his arrears in accordance with the Committee's recommendation, the Local Union shall, nevertheless, issue such transfer and make the amount of his arrears on his transfer card. The Local Union receiving the transfer shall collect the arrears at a turn over to the member's former Local Union in amounts paid by him from time to time until his obligation is fully met.

6) Within one month an accounting shall be made by one local to the other of the transfers given and the charges of each shall be balanced, the difference to become the obligation of the local having an excess charge.

7) All members who are in arrears up to 32 weeks shall not be accepted by either of the Local Unions without transfers.

8) Such members as have been automatically dropped from the rolls (after the 52 weeks stipulated above) shall be transferred to the Local Union under whose jurisdiction the eight-hour week might be added to these wages are comparatively high.

Amounts

<table>
<thead>
<tr>
<th>Amounts</th>
<th>50 hours</th>
<th>48 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.50</td>
<td>14.44</td>
<td>14.44</td>
</tr>
<tr>
<td>5.05</td>
<td>4.94</td>
<td>4.94</td>
</tr>
<tr>
<td>6.35</td>
<td>6.26</td>
<td>6.26</td>
</tr>
<tr>
<td>7.35</td>
<td>7.25</td>
<td>7.25</td>
</tr>
<tr>
<td>8.35</td>
<td>8.25</td>
<td>8.25</td>
</tr>
<tr>
<td>9.35</td>
<td>9.25</td>
<td>9.25</td>
</tr>
<tr>
<td>10.35</td>
<td>10.25</td>
<td>10.25</td>
</tr>
</tbody>
</table>

Median $8.61 $5.51

The table that follows is a record of wages paid in a certain New Haven drug store. The employer did not have any data with respect to the time spent by his employees on the basis of piece work alone.

Amounts Earned

<table>
<thead>
<tr>
<th>Amounts</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.60-$0.99</td>
<td>6</td>
<td>girls</td>
</tr>
<tr>
<td>1.00-$1.39</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>2.00-$2.39</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>3.00-$3.39</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>4.00-$4.39</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>5.00-$5.39</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>6.00-$6.39</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>7.00-$7.39</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Median $1.21

The transfer of members, in accordance with the above, from Local 1 to Local 17 and from Local 17 to Local 1, shall be completed not later than November 15, 1932.

10) The Committee recommends to the G. E. B. the appointment by the President of a permanent jurisdiction committee to consider transfers and to act in disputes that may arise out of the present reclassification of shops.

A newly formed shop shall first be properly classified into the jurisdiction to which it belongs and then to act in disputes that may arise out of the present reclassification of shops.

The Committee, above referred to, will be appointed by the President of the G. E. B. and will have authority to act in disputes that may arise out of the present reclassification of shops.

The foregone rules and regulations have been formulated in the presence of and by agreement with Brothers Levy and Keller, managers of Local 1 and 17 respectively, and with Brother Nagler, general manager of the Joint Board.

Fraternally yours,
SPECIAL COMMITTEE OF THE G.E.B.
Charles Kristof, Chairman.

Locals Notified About Election Law Changes

November 3, 1932

To All Locals and Joint Boards of the Intl. Ladies' Garment Workers' Union.

Dear Sirs and Brothers:

It is customary for our affiliated organizations to hold their elections for officers during the coming months. It is therefore, necessary to advise you of the amendments to the Constitution of the International, which were adopted at the Twenty-first Convention held in Philadelphia in the month of September, and which bear directly on such elections:

No member of the I. L. G. W. U. shall be eligible to vote for the election of local officers if he has been in violation of the Constitution unless he shall have been a member of the I. L. G. W. U. for at least three months prior to the date of the election, and be paid up to date. (Appears on page 285 of proceedings.)

Any member who has been found guilty of poor conduct work standards, or of misconduct, or of violating any provision of the Constitution, shall not be eligible to hold any office within the I. L. G. W. U. and its affiliates for a period of one year from the date of his conviction. (Appears on page 285 of proceedings.)

The人格ist one for all elective officers in any L. U., J. B. or C. C. may be the same as those herein provided for delegates to conventions of the I. L. G. W. U. No member shall be eligible for any elective office unless he has been a member of the particular local at least one year. (Appears on page 286 of proceedings.)

Only such members as are eligible to be elected to office in said L. U. shall be eligible for membership on the Objecting and Election Committee. (Page 286 of proceedings.)

Local secretaries are hereby directed to take notice of these constitutional provisions and to act accordingly.

Fraternally yours,
DAVID DUBINSKY,
President-General Secretary.
Season Worst in History of Our Industry

With the fall season in the cloak and dress trade coming very rapidly to an end, we find the situation worse than ever before.

An idea of what is going on in the dress industry at present may be glimpsed from a story told by William G. Shepherd, in Collier’s of Nov. 19. In which the writer calls attention to the fact that New York employers having their merchandise made up in Connecticut sweat shops where girls are being paid as low as 60 cents per day. It can readily be seen what a handicap our workers are placed under when they have to compete with out-of-town shops where such work is done.

It is the natural result of the demand that the dressmakers in New York had practically no work seasons at all during the past year and a half.

The cloak industry, too, has been growing worse, since 1932, from seasons to season.

While in the past years the inside manufacturer would almost uniformly start their spring season in the early part of December and would work until Easter, and would begin the fall season in the early part of June to last untill Election Day, at present the seasons in the inside shops begin weeks, and in a good many cases, months later, and the former 18-to-10-week seasons have now shrunk to 8 or 10 weeks. In some shops our workers do not make six full weeks during either season.

A glance through the inside shops right now would convince one that many women are not even half started to make their fall sample lines.

To add worry and discouragement, the industry is suffering from an epidemic of bank ruptcies, reorganizations and changes from manufacturing to jobbing, which has been growing alarmingly and has increased the number of our unemployed.

Causes and Effects

In examining the causes of these failures and reorganizations, we find that they are due largely to a decrease in the wholesale and retail "turn" of volume of production, in some cases to the extent of 60 per cent or more. In other words, these firms are selling only half the number of garments they used to sell and that at about half the former price.

The demand for the higher price garment is gradually becoming ancient history. It is no wonder that the manufacturers are beginning to feel the pinch of shrinking volume, and that the workers’ wages are being reduced."

SPECIAL MEETING of the
Miscellaneous Branch
To Nominate Members to the
Executive Board for 1933
will be held
Monday, Dec. 5
at the
International Auditorium
3 West 16th Street
at 7:30 P. M. sharp
All Underwear and Children’s Dress Cutters are urged to attend this meeting without fail.

Attention! Cutters of Local 10
A Good and Welfare Meeting
will be held
Monday, Dec. 12
at Arlington Hall
23 St. Marks Place
at 7:30 P. M. sharp
Each and every member is urged to attend this meeting without fail.

By SAMUEL PERLMUTTER

The Month in Local 10

A Special Meeting to Consider Pressing Problems

As a result of the many failures and reorganizations referred to above, among them such firms as Weinsten & Son, employing about 90 workers, Bernstein Bros., Wm. Badger, Goldfield & Newman, Weisler Bros., and many others, a special meeting of the Joint Board Directors was held on Friday, November 13 at which the situation in the industry was thoroughly outlined by General Manager Ildore Nadyer, before leaving for a short trip to improve his health. The question which consumed most time at that meeting was the week work-system. Some of those who spoke expressed the opinion that the persistent policy of the Union to continue the week work-system has been the cause of the retirement of many firms from the manufacturing business and their entering the jobbing system; other speakers insisted that the piece work-system, if reinstated, would leave the problem unsolved if not worse.

Another problem in which the Joint Board is very much interested is the financial condition which confronts the Union.

It is no secret that since 1927, when the International had taken over the remnant of the Cloak and Dressmakers’ Unions, both Joint Boards have found themselves financially, as a direct result of former Communist mismanagement. The Communists, having squandered over a million dollars of the security funds which belonged to employers, have thereby saddled this colossal debt upon the International and the Joint Board. During 1928 and 1929, the International had paid off the biggest part of that debt, but since the depression which set in early in 1930, our Joint Boards and themselves under most adverse financial conditions. It has reached the point, however, that something radical has to be done to face the present situation. It is needless here to go into an analysis of the current routine expenses the Joint Board must meet annually if it is to administer its work. That problem can very well be understood.

Among the recommendations submitted, which would enable the Cloak Joint Board to function properly, was the one for the abolition of local cutters and officers. All business under such a plan would be conducted from a central office. Such a recommendation was presented at the last Convention in Philadelphia, in the form of a resolution, but was referred to the incoming G. B. B. for consideration. A committee was set up to examine the question, which committee submitted a recommendation at this meeting; the writer of these lines in discussing this matter told the committee in very definite terms that under no consideration could Local 19 accept this plan as that would be equivalent to its abolition.

Cutters Who Do Not Come Under Supervision of Joint Boards

In considering this question it should be pointed out that there are nearly a thousand cutters who work in shops which do not come under the supervision and control of either Local 19 or Local 33, in the latter cases wrapsewners, tailors, undergarment and raincoat cutters. There are also cutters working in non-union shops and likewise many cutters employed in cutting departments which are directly supervised and controlled by Local 10."

Local 10 Adopts Economy Program

The Executive Board of Local 10 recently accepted the proposition submitted by Local 55, which provides that first monies collected by the locals should be turned over to the Joint Board in preference to everything else, in order to meet the budget necessary to cover its routine expenses. It also agreed to the plan of reducing the number of business agents from 20 to 8, as well as to

(Edited due to space limitations)
The Month in Local 10

(Continued from preceding page)

the elimination of standing committee expenses and such other items, all of which would mean an annual saving of about $25,000.

Firms Compelled to Reintiate Cutters

The firms of Samuel Rapaport and Character Dress threatened recently to give up their cutting departments and dismiss the cutters. The Rapaport firm, which was located at 801-7th Avenue, and was employing 8 cutters, recently moved out of its premises to 1,440 Broadway, where he joined partnership with a certain Hoffman, a bitter enemy of the Union, who never operated a union shop. Immediately thereafter they informed the cutters to secure other jobs as they did not intend to continue cutting. When this information reached the offices, the shop was immediately declared on strike. After effective picketing for three days the firm agreed to reinstitute all the men.

The same situation developed in the Character Dress. This firm also announced that they would give up their cutting department and would discontinue cutting. The office of the local immediately called upon the firm and warned it that unless their cutters were put back to work, a strike will be declared against it. After a few days elapsed the firm reconsidered its former decision and reinstated the cutters.

Nominations for 1933 Officers

The following members of Local 10 were nominated for the various paid and unpaid offices of the organization for the coming year: at the meeting held at Arlington Hall on Monday, November 22:

President
Maurice W. Jacobs

Vice President
Joel Abramowitz

Central Trades Labor Council
Arthur Blumberg

Manager-Secretary General Business Agent
Samuel Perlmutter Philip Ortesky

Business Agents to Cleok Joint Board
Louis Stulberg Max Gordon
Sam Linder Mon Diamond

Business Agents to Dress Joint Board
Morris Alvois Adolph Sosen

Election Board
Abe Reis ------ 105
Elia Bass ------ 123
Max Polacheck ------ 105
S. Lindellbaum ------ 115
Morris Lavine ------ 139
Abe Wildman ------ 191
William Zwebon ------ 39

Cloak Executive Board Members
Nathan Saperstein Louis Pankin
Philip Amiel Joe Kirshenbaum
Louis Foner Louis Brown
Charles Beaver Philip Lebovitz
Harry Friedman William Friedman
Meyer Friedman Jack Chabaztay
Harry Zaistsky Abe Merrit
Emanuel Kopp Isidor Cohen

Dress Executive Board Members
Joel Abramowitz Joe Adler
Morris Feller Louis Gilbert
Morris Strauss Fred Ratner
Benjamin Fray Julius Levine
Sam Massover M. Pupko

Attention, Cutters of Local 10

Installation Meeting will be held

Monday, Dec. 26

at

ARLINGTON HALL

23 St. Marks Place

at 7:30 P. M. sharp

Attention! Cutters of Local 10

In carrying out the policy of economy and cutting down of union management expenses inaugurated by the General Office of the I. L. G. W. U., President Dubinsky has forwarded a letter to all the locals and joint boards affiliated with the International in which he asked them to submit within the briefest time possible, a report of all expenditures already made and economies planned for the near future.

Two letters were sent out following a conference of all the New York cloak locals held in the middle of November, at which several of the locals represented reported that they had already taken the initiative in introducing drastic economies.

The letters follow:

November 25, 1932

Dear Sir and Brother:

At its last meeting, the General Executive Board devoted much time to the consideration and discussion of the organization and industrial problems which face our local unions and joint boards, and unanimously agreed to the urgent need for curtailment of management and operational expenses wherever possible to meet the emergency situations created by the present industrial conditions.

In September of 1931, the General Office took the initiative and carried through a policy of strict retribution by reducing the salaries of its officers and employees and curtailing the staffs in its various subdivisions, effecting an annual saving of between fifteen and twenty thousand dollars. It was the conviction of the Gen. B. O. that similar savings and curtailment of expenses should be made by its local unions and joint boards and it, therefore, decided that the Finance Committee of the Gen. B. O. had the General Office shall have full authority to look into the finances of each and every local and sub-division and to direct them how and when to make necessary economies and cut down expenses.

We are aware of the fact that several of our locals and joint boards have already undertaken to introduce retribution and economy in order to meet the requirements of the present emergency. To obtain a complete picture of the situation it is necessary for the General Office to properly coordinate and direct such economies wherever required, you are hereby requested to furnish us with the following information:

1. Which branch or department has been eliminated or curtailed?
2. How many persons, if any, were dropped from the payroll?
3. How many persons had their salaries reduced, if any, and what is the total sum of these wage decreases?
4. When were these economies effected?
5. What savings, if any, were made by you in operation expenses, rent, office management costs, etc.
6. What other economies do you plan to make within the immediate future?
7. If no economies as yet have been effected by your local union or joint board, do you contemplate making any in the immediate future and what is your plan?

Will you kindly supply us with this data without undue delay?

Yours truly,

DAVID DUBINSKY,
President-General Secretary.