The Ladies' Garment Worker, Volume 4, Issue 4

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GARMENT WORKER

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ILLUSTRATIONS

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Shorter Working Hours Means:
Longer Seasons, Higher Wages,
Longer Life.

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Local News and Notes.

Editorials

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IN ENGLISH AND YIDDISH
by the
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LADIES' GARMENT WORKERS UNION

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REGARDING TRANSFERS

1. Before issuing a transfer note that the member wishing to transfer must be a member not less than 6 months in good standing in your local.

2. When issuing a transfer write across his name on his dues book the word, "Cancelled," the date and your (Secretary's) signature.

3. Let the member write his name in his dues book and also in the space provided for this purpose in the margin of the traveling card.

4. Before accepting a transfer let the transferred member sign his name and compare his signatures.

5. On accepting a transfer issue to the member a new dues book and don't paste the dues stamps into his old cancelled book.

DO YOU WEAR A PIN OR A BUTTON BEARING THE EMBLEM OF YOUR INTERNATIONAL UNION?

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Get one from your Local Secretary and show your employer and your shopmates that you are a loyal member of your organization.

LOCALLY MADE

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

All shoes without the UNION STAMP are always Non-Union

Do not accept any excuse for absence of the UNION STAMP

BOOT AND SHOE WORKERS' UNION

246 Summer Street, Boston, Mass.

JOHN F. TOBIN, Pres.
CHAS. L. BAIN, Sec'y-Treas.
The Wrapper Makers—Before and After the Strike

By MAX H. DANISH

The smoke of the battle is hardly over. Four weeks have barely passed since the strike was brought to an end and peace prevails in the trade,—lasting peace, we hope, for the sacrifice and privations endured by the men and women during the six weeks of the strike were great indeed, and they honestly deserve a long period of tranquility and an opportunity to strengthen their ranks by enjoying the fruits of their victory.

Right here at the outset we wish to cast aside every pretense. The Wrapper and Kimono Workers never have been, nor have they considered themselves the aristocrats in the ladies' garment trades. With a pedigree of long hours, meagre wages and unsanitary shops extending back for years, back of them and with approximately 50% of the trade in the hands of contractors scattered through the Brownsville section and adjacent New Jersey towns, they presented a fertile field for merciless exploitation and fleecing hardly equalled in any of the needle trades. A sort of poor little sisters and brothers, they, the wrapper makers, were looked down upon, and not wholly without justification. There surely was a touch of pathetic humor in the eagerness with which the newly-coined name, "House dressmaker," was taken up to supplant the old, "Wrapper-maker," which spelled to the workers degraded editions of labor and toil without light and advancement.

A Union? Yes, there always seemed to have been one in the trade. Somewhere, either in Manhattan, or most of times in Brownsville, there always pulitated a heart of an organization, at times growing and assuming some proportions, then dying out and leaving behind itself just a memory. There was always, however, a group of sturdy members around it, who hoping against hope cherished a dream of putting the organization on a solid basis some day.

Then came the stirring days of 1908-1910 in the Ladies' Garment trades in Greater New York. The Waist Makers and the Cloak Makers went through great strikes, won them and inspired all those who made their living at the sewing machine or by the needle with a hope for a better future and better working conditions. A ray of hope wandered and fell among the Wrapper Makers too. Their consciousness grew and grew stronger that with the help and advice of their bigger sister unions, they too might strike a united blow and get the long sought for chance to breathe easier, to earn a little more and to work a little less hard; and above all, to get the motley crowd of the men and the women in the trade into one body, one organization, that knew no distinction of color, race or tongue. At about that time they were admitted as Local 41 into the International Ladies' Garment Workers' Union.

So the work began with will and zest, the work of organization in Brownsville among the contractors. Then it spread to Manhattan, gaining slowly but steadily a firm hold. By the fall of 1912, the Wrapper Makers were not only determined to fight, but had every reason to believe that with a concerted effort they might win.
By the beginning of the new year the preparations for the light were completed. With a good organization in Brownsville and a healthy nucleus of a division in Manhattan, the general walkout began on January 7th, 1913. When the anxious hours of the morning were over and the leaders of the strike went through the halls overfilled with strikers, the dream of the pioneers seemed for the first time to be near realization. Over fifty shops came down in Manhattan alone and about that number in Brownsville, practically sixty percent of the entire trade at the first call of the general walkout. The more difficult task of keeping up the strike was then taken in hand by the leaders, and in the next few weeks, with the aid of the newly formed executive committee of the new organization, the latest device of employers' resistance in the garment trades was defeated. The manufacturers' association, the latest device of employers' resistance in the garment trades, was formed in this trade which fought the strike stubbornly. But the hour of victory was near. The road to the Protocol agreement was practically paved for them by the previous settlements in the Cloak and Shirt Waist trades. After a number of conferences and conferences and negotiations, the Protocol of Peace was worked out and signed on the 11th of February. It was hailed by the strikers assembled in the factory as the first great victory in their fight.

The strike lasted six weeks. Many were the causes that brought about this prolonging of the light; partly due to the fact that almost together with the Wrapper Makers the White Goods Workers and then the Shirt Waist Makers went out in general strikes. This diverted a great deal of aid and support which would have gone to the Wrapper Makers into different channels. Besides, a manufac-
...a constant drain on their puny treasury for forty-two long days and nights—a huge treasure of loyalty and devotion, what an endless source of resistance there lay hidden deep, deep in the hearts of these downtrodden, underpaid and overworked girls and men! Those who were with them during these days and watched and listened, have learned of the new hope that is permeating the ranks of working womanhood and have acquired a new great belief in the girls as an important asset in the very front lines of organized labor.

They have won a fifty-hour workday practically for the entire trade. Wage increases amounting to ten per cent and over, Boards of Grievances and Arbitration, better sanitary conditions and above all the recognition of their organization by the body of employers, which certainly augurs well for a new day in the trade. For nothing succeeds like well earned success. The men and women in the new, strengthened Union, will stick thereto loyal and devotedly, as they had done during the days of the strike and the gains already made will serve as a stepping stone to future advancement.

They have won numerous friends as well. During the days of the strike a number of wealthy women from the northern section of the city, came to wonder at the girls to admire and in some cases to render assistance. Even ex-President Roosevelt came around and mingled with the strikers in the halls. But it was they who were in the labor movement, women of experience and unequalled devotion, who came to assist and help, that crowned most Miss Gertrude Barmim of the staff of the International Ladies' Garment Workers, aided by Miss Alice Chown of Toronto, contributed a great deal to the success of the strike. The girls came to know Miss Barmim as their truest friend during the darkest hours of the fight. And when it ended they elected her an honorary member of their Union, in sincere and true recognition of a sister's service rendered so willingly and efficiently. Modesty, not of the writer, but of the party in question, almost forbids to mention the name of Saul Elstein, on whose shoulders the responsibility for the leadership of the strike was vested by the International organization. His tireless efforts and work, limitless work through day and night, will not soon be forgotten by the men and women whose organization he so materially helped to build up and fortify.

The Wrapper and Kimono Workers will yet be heard from. There is still some territory to be covered in Manhattan, some shops which have not responded to the first call of the strike will have to be won over into the organization. Sooner or later, a final effort will have to be made to complete the work so splendidly begun. We are confident that the courage and spirit that has won for them a Union and a shorter workday and better earnings in the early part of 1913, will not be wanting. It is there and will help them to win; for it is the spirit of the times, the worker's winning light for a better life.

Victory of the Misses and Children Dress Makers

Protocol of Peace entered into this 8th day of March, 1913, between The International Ladies' Garment Workers' Union, The Misses & Children's Dressmakers' Union, Local No. 50 and the Amalgamated Ladies' Garment Cutters' Union, Local No. 10 (all hereinafter called the Union) and The Children's Dress Manufacturers' Association (hereinafter called the Association).

Both parties agree to create a Joint Board of Sanitary Control, members of such Board to be hereinafter determined. The parties to this

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Both parties agree to create a Joint Board of Sanitary Control, members of such Board to be hereinafter determined. The parties to this
Protocol obligate themselves to establish standards of sanitary conditions and to maintain such standards to the best of their ability.

II. Adjustment of Grievances

Both parties recognize the necessity for providing modern and peaceful methods for adjusting disputes and grievances. They agree to create a Board of Grievances to consist of eight members, four chosen by the manufacturers and four by the Union, with rules, regulations and precedents now governing the Board of Grievances in the Cloak Industry, so far as they are practically applicable in the Misses, Childrens and Infants' Dress Industry.

III. Permanent Peace

The parties to this Protocol agree, that there shall be no strike or lockout concerning any matters in controversy or dispute, but such matters in controversy shall immediately be referred to the Board of Grievances for determination, and in the event of the failure of the Board of Grievances to agree, then to the Board of Arbitration. The determination of either of said Boards shall be binding upon both parties to this Protocol.

IV. Board of Arbitration

The parties hereby establish a Board of Arbitration to consist of three members, composed of one nominee for the Association, one nominee for the Union, and one representative of the Public, the latter to be agreed upon by both parties to this Protocol, or in the event of their disagreement, by the two arbitrators selected by them.

V. Hours of Labor

The weekly hours of labor shall consist of fifty hours in six working days, to wit, nine hours on all days except the sixth, which shall consist of five hours only. Work shall not commence before 8 A. M., dinner between 12 and 1 P. M. If at any time the Union shall agree with any other industry manufacturing ladies', misses', childrens', or infants' garments, to a working week in the City of New York consisting of more than fifty hours, then the working hours under the Protocol shall be no less than the working hours stipulated under such agreement.

VI. Wages

The parties agree that on account of the complicated conditions in the industry, the many types of shops, the wide difference in the present earnings of the employees, it is advisable to postpone the creation of standards of wages until an opportunity of investigation is afforded both parties to this agreement. The parties agree that until such time as the Wage Scale Board shall fix standards of wages, that all operatives employed by the week who now receive Ten ($10.00) Dollars or less per week, shall receive a tentative increase of Fifty ($50) Cents upon the resumption of work, and Fifty ($50.00) Cents on the first of July, 1913. That all operatives employed by the piece, shall receive a tentative increase proportionate in each shop to the time lost by the reduction of the working week to fifty hours, but each piece worker shall receive an increase of at least 5 per cent. in order to insure the same tentative increase for piece workers upon new styles, there shall be a piece price committee selected by the employees in the shop, and piece prices on new styles shall be settled by the employer and the chairman of the piece price committee, should they be unable to agree, the work shall proceed without stoppage and the determination of the price to be paid for work shall be referred to the Wage Scale Board and its decision shall be final. When the prices are fixed they shall relate back to the time of the beginning of the work. That all cutters who receive less than Twelve ($12.00) Dollars per week, shall receive a tentative increase of Fifty ($50) cents upon the resumption of work, and Fifty ($50) Cents on the first day of July, 1913, and all cutters who now earn between Twelve ($12.00) Dollars and Eighteen ($18.00) Dollars per week, shall receive a tentative increase of One ($1.00) Dollar upon the resumption of work. It is agreed that up to January 1st, 1914, or sooner, upon determination by the Wage Scale Board, no new apprentice shall be employed in the cutting department in the cutting of garments at less than Nine ($9.00) Dollars per week.

If any employee received an increase in wages since December 25th, 1912, such increase shall be included in and considered part of the tentative increase hereinbefore specified, the intent being, that only such employees whose wages have not been increased since December 25th, 1912, shall receive the tentative increase aforesaid. Should the Wage Scale Board fail to agree upon the standard of the tentative increases hereinbefore specified, they shall prevail until the standards are finally determined.
THE LADIES' GARMENT WORKER

VII. Wage Scale Board

The parties hereby establish a Wage Scale Board to consist of eight members, four to be nominated by the manufacturers and four by the Union. Such Board shall standardize the prices to be paid for piece and week work throughout the industry; it shall preserve data and statistics with a view to establishing as nearly practicably as possible, a scientific basis for fixing of piece and week work prices throughout the industry that will insure a minimum wage and at the same time permit reward for increased efficiency. It shall have full power and authority to appoint clerks or representatives, and its procedure as far as practicable, shall be the same as now followed by the Board of Grievances in the Cloak Industry. It shall have power and authority to settle all disputes over prices, make special exemptions where special exigencies arise, or a special scale is required. In case of any dispute over piece prices, the wage scale board shall send its representatives to adjust such disputes within three days after complaint is filed and if the representatives of the wage scale board cannot agree the same shall be heard and determined by the wage scale board within five days hereafter.

Immediately after the signing of this Protocol the Wage Scale Board shall make a complete and exhaustive examination into the existing rates paid for labor, the earnings of the operatives and the classification of garments in the industry and shall report in writing within six months from the date hereof the result of its labors. It shall be the duty of said Wage Scale Board to immediately thereafter act upon such report and establish a standard of wages for week and piece workers.

If the Wage Scale Board cannot agree upon the standards, the matter shall be referred to the Board of Grievances and if the Board of Grievances cannot agree, the matter shall be referred to the Board of Arbitration.

The Wage Scale Board shall establish a rule that if more than Twenty-five (25) per cent of the business of any member of the Association consists in the manufacture of misses' dresses, such member of the Association shall employ at least one full-blooded Negro at no less than Twenty-five ($25.00) dollars per week.

VIII. Equalization of Standards

Whether or not specifically referred to in any of the provisions of this Protocol, the parties agree that it is essential that competition in the industry, so far as labor is concerned, shall be placed upon a place of equality (making due allowance for difference in skill), and both parties to the full extent of their power shall establish such equality.

IX. Individual Contracts Between Union and Employer

The Union recognizes the moral obligation of every employer in the industry to belong to the Manufacturers' Association, and to contribute to the expense of the Institutions created by the two parties for the uplift of the industry. It acknowledges the value of such an Association in the maintenance of standards throughout the industry. Accordingly all employers desiring to settle with the Union in the pending strike, shall be referred first to the Association, and requested to apply for membership. If for any reason the Association rejects their application, the grounds for such rejection shall be stated to the Board of Grievances. If any employer in the industry shall fail to join the Association, and shall enter into an individual contract with the Union, such contract shall in no respect be more favorable to the employer than the provisions of this Protocol. The Union agrees to lay before the Board of Grievances every original contract entered into with each and every individual employer, together with the true statement of the nature and amount of any security taken for the faithful performance of such contract.

X. The Preferential Union Shop

The parties hereby accept the principles and the obligations of the "preferential union shop," as defined and understood in the Cloak Industry, and more fully described under the heading at pages 215-217 of Bulletin No. 68 of the United States Bureau of Labor.

XI. Contractors

The manufacturer may employ outside contractors, provided, however, that the manufacturer shall disclose to Local No. 50 the names and addresses of such contractors, if their factories are within Greater New York. The manufacturer stipulates that he will not send any work to contractors within Greater New York who do not maintain in their factories the same conditions as are herein provided for. It is agreed that no work shall be sent to any factory within a radius of twenty-five miles from New York City where there
is a strike called by the Union, unless the factory has maintained the same conditions as are herein provided for.

No agreement made between the Union and a contractor shall be favorable to the contractor employed by a member of the Association, but shall be upon the same terms as contained in this Protocol, except as to the preferential union shop.

Should any dispute arise between the Union and a contractor doing work for a member of the Association, there shall be no stoppage of work being performed for such member of the Association, but such matters in dispute, if the same cannot be adjusted between the Union and the contractor, shall immediately be referred to the Board of Grievances of the Association, and their determination shall be rendered within five days from the date of the filing of such dispute with the Association, and such determination shall be final.

All employees of a contractor doing work for a member of the Association, shall be returned to work immediately, provided such contractor shall sign an agreement similar to the terms of this Protocol, excepting the preferential union shop.

XII. Legal Holidays

The Association shall grant such holidays to operatives and cutters as shall be determined by the Board of Arbitration created under the Protocol entered into between the Union and the Dress & Waist Manufacturers' Association, dated the 18th day of January, 1913, provided, however, that in no event shall said holidays exceed three for operatives and ten for cutters.

XIII. Sub-Contractors

All inside sub-contracting shall be abolished.

XIV. Miscellaneous

No work shall be given out to be made by contractors. No reduction shall be made in any employee's wages for the expense of power or machines used by the workers. Hours of training from work on the 1st day of March shall not be a violation of the Protocol.

IN WITNESS WHEREOF the parties have caused this instrument to be signed by their duly authorized officers the day and year above written.

THE CHILDREN'S DRESS MANUFACTURERS' UNION.

The International Ladies' Garment Workers' Union.

In presence of:

Harry M. Marks.

Victory of the Boston Cloak Makers

PROTOCOL

of agreement entered into this 8th day of March, 1913, between The Boston Ladies' Garment Manufacturers' Association (hereinafter called the "Manufacturers"), and The International Ladies' Garment Workers' Union (representing The Cloak and Skirt Makers' Union, Local No. 56, Pressers' Union, Local No. 12, and Cutters' Union, Local No. 73, hereinafter called the "Unions").

WHEREAS differences have arisen between the Manufacturers and their employees who are members of the Unions with regard to various matters, and it is now desired by the parties hereto to arrive at an understanding with regard to the future relations between the Manufacturers and their employees, it is therefore stipulated as follows:

First: There shall be no time contracts with individual shop employees, except foremen, designers and pattern graders. No deposit shall be exacted from any employee, and any deposit now held shall be returned.

Second: No employee shall be discharged for his or her activity in the Union. A member of the Union illegally discharged shall be refunded for loss of time. The Manufacturers will discipline any member thereof found guilty of unfair discrimination among his employees. Both the Manufacturers and the Unions agree that they will discipline all their members who are guilty of a violation of this agreement.

Third: The Manufacturers will establish regular weekly pay day; and they will pay labor in cash, and each piece worker will be paid on the regular pay day for all work.
The Ladies' Garment Worker

enced as soon as his work is inspected and approved, which shall be within a reasonable time.

Fourth: All sub-contracting within shops shall be abolished. No team work or so-called "corporation system" shall be allowed. Each member must work directly for and be paid by the employer.

Fifth: The following schedule of the standard minimum weekly scale of wages shall be observed:

- Cutters: $4 per week
- Trimmers: $18 per week
- Coat Pressers: $44 per week
- Coat Under-Presseurs: $70 per week
- Skirt Pressers: $22 per week
- Skirt Under-Presseurs: $17 per week
- Sample Coat-Makers: $24 per week
- Sample Skirt-Makers: $22 per week
- Cutters and pressers shall work on time basis only. No week worker shall be discharged before the end of the week during which he is employed, excepting during the first six working days of his employment.

Sixth: All operators and finishers of cloaks and skirts shall be paid at the piece rate only. During the dull season, when there is not sufficient work to employ all workers full time, all work in the factory shall be equally distributed among all hands in the various branches of the above locals respectively as far as practical.

Seventh: As to piece work, the price to be paid shall be as agreed upon by the committee of the employees in each shop and their employers.

The chairman of said price committee shall act as representative of the employees in their dealings with the employer. No employer working by the piece shall be expected to work on any garment until the price for such work shall have been agreed upon.

Ninth: The weekly hours of labor shall consist of fifty (50) in six (6) working days during the nine (9) months commencing September 1st in each year. Nine (9) hours on all days except Saturday, which shall consist of five (5) hours only. During the remaining three (3) months, namely, June, July, and August, weekly hours shall consist of forty nine (49) in six (6) work days; to wit, nine (9) hours on all days except Saturday, and nine (9) on that day.

Tenth: No overtime work shall be permitted on Saturday.

Ninth: For overtime work all week workers shall receive one and one half (1 1/2) of the usual pay during the present season and be paid on that basis thereafter.

Eleventh: The Union representative of a duly elected committee, accompanied by a representative appointed by the Manufacturers' Association, shall be allowed to visit shops at all reasonable times to ascertain whether Union conditions are observed.

Twelfth: Each member of the Manufacturers is to maintain a Union Shop. A "Union Shop" being understood to refer to a shop where Union standards as to working conditions, hours of labor and rates of wages as herein stipulated prevail, and where, when hiring help, Union men are preferred, it being recognized that since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one Union man and another, and shall not be confined to any list nor bound to follow any prescribed order whatsoever.

Thirteenth: The Manufacturers declare their belief in the Union, and that all who desire its benefits should share in its burdens.

Fourteenth: The parties hereto establish a Joint Board of Sanitary Control, to consist of three members, composed of one nominee of the Manufacturers, one nominee of the Unions and one nominee who will represent the public. Said Board is empowered to establish standards of sanitary conditions to which the Manufacturers and the Unions shall be committed, and the Manufacturers and Unions obligate themselves to maintain such standards to the best of their ability and to the full extent of their power.

Fifteenth: The parties hereto establish a Board of Arbitration, to consist of three members, composed of one nominee of the Manufacturers, one nominee of the Unions and one representative of the public, this last representative to be selected by the Manufacturers and the Unions jointly.

Sixteenth: To such Board shall be submitted any differences hereafter arising between the parties hereto or between any of the members of the Manufacturers and any of the members of the Unions, and a decision of such Board of Arbitration shall be accepted as final and conclusive between the parties of such controversy.

Seventeenth: In the event of any dispute arising between the Manufacturers and the Unions, or between any members of the Manufacturers and any members of the Unions, the parties
to this Protocol agree that there shall be no strike or lockout concerning such matters in controversy until full opportunity shall have been given for the submission of such matters to said Board of Arbitration, and, in the event of a determination of said controversy by said Board of Arbitration, only in the event of a failure to accede to the determination of said Board.

Seventeenth: The parties hereby establish a Committee on Grievances, consisting of six members, composed as follows: Three (3) to be named by the Manufacturers and three (3) by the Unions. To said committee shall be submitted all grievances arising in connection with the relations between the Manufacturers and their employees. The decisions of such committee or majority thereof shall be final. If there is a tie vote in said committee, the question at issue may be appealed to the Board of Arbitration.

Eighteenth: In the event of any vacancy in the aforesaid Boards or in the aforesaid committees by reason of death, resignation or disability of any of the members thereof, such vacancy in respect to any appointee by the Manufacturers and Unions respectively shall be filled by the body originally designating the person with respect to whom such vacancy shall occur. In the event that such vacancy shall occur among the representatives of the parties on such Boards, such vacancy shall be filled in the same manner as the original appointments.

Nineteenth: Upon application in writing either the Manufacturers or the Unions, for conferences may be called to discuss any matters which may be declared necessary for the benefit of the parties hereto.

BOSTON LADIES' GARMENT
MANUFACTURERS' ASSOCIATION
By JULIUS PRICK,
President
L. A. ABHAMSON,
Vice-President
Countersigned by Executive Committee.
MAXWELL B. COPELIOE, Chairman.
JOSEPH RUBY.
DAVID H. GLICKMAN.
GEORGE MOSCOWITZ.

INTERNATION LADIES' GARMENT
WORKERS' UNION
By ABRAHAM ROSENBERG,
President
ABRAHAM MITCHELL,
Vice-President.

Nature of Settlement in Boston Waist Trade

Under the conditions of the agreement all the general operatives on week work who now receive less than $10 a week will be given a 10 per cent, raise. Those receiving more than $10 a week will get a 5 per cent, increase, and all piece workers will receive a 10 per cent, advance until the schedule has been given a trial, and then, if things are not satisfactory to the workers, the Joint Board of the Unions will submit requests to Attorney Eyges for the manufacturers. If matters cannot then be adjusted between the parties the matter will be referred to a non-party board of three.

Apprentices' Scale

Apprentices now in the business will be paid not less than $6 a week, and all learners in the future will start at $5 a week, be raised 50 cents each month for the first two months, and then be raised according to ability.

Cutters will be given an advance of 10 per cent, for those receiving more than $20 a week, and 15 per cent, for those getting less than $20 a week, with $24 as the maximum.

Pressers are to be paid $10 and underpressers $16, which means a raise of 20 per cent, for some of those hands and a very little for others.

The working week is to be 50 hours, except during June, July and August, when it will be 49 hours.

All overtime work shall be paid for at the rate of time and a half, and no female employee shall work more than six hours in any male employee more than six hours overtime in any one week.

Under no circumstances shall there be overtime worked between the hours p.m. Saturday and 8 a.m. Monday.

The question of which legal holiday shall be free has been referred to the Board of Arbitration.
The agreement provides for joint grievance, arbitration and sanitary control boards, and provisions for handling all complaints and appeals, and that there shall be no strikes, lockouts or cessation of work pending the adjustment of any trouble which may arise.

A good many details have been developed which will do away with many abuses. Every worker will be paid on Saturday or Monday. Each worker will be paid in cash. Each piece worker will know what he is to receive before work goes on, and that will be determined by a committee in conference with the employers.

**Return Security**

The method of exacting security or money in reference to work will be done away with and any security exacted will be returned to the employee.

**Sister Scully's "Conciliation Committee"**

Several of the largest Waist and Dress factories of Boston felt the presence of our Irish-American organizer Miss Scully. The picketing done around those factories under her leadership was of a convincing nature. The "loyal workers" who remained "faithful to their employers" did more shaking in their shoes than sewing; and the bosses were "stung" by the plainclothes men who fell under the spell of the Irish organizer whose pull with the administration was evident. Moreover expenses were heavy for autos and other luxuries for the loyal workers who could not work.

Not content with demonstrating the efficiency methods on the outside of the factory, Sister Scully decided to invade the sacred interior. She seemed to possess the qualities of both Dr. Jekyll and Mr. Hyde, for one day, having decided that the picket demonstration had got its perfect work on a certain important factory, and that it was the psychological moment for a change of front, she prepared to work an interview with the distraught heads of the firm. She had her own ideas of the proper committee to accompany her on this errand of peace. She carefully selected from the familiar front ranks of the picket line three huge negroes, four or five low-browed Slavs, and a half dozen wild-eyed, fierce Syrian women. Even the strange elevator man after the first feeble protests dared not refuse to admit this strong armed "Conciliation Committee." Under the gentle but firm direction of their wimsome leader, who explained that she was Mrs. Scully of New York, he hastened to transport them in two relays to the factory door. Here Sister Scully mustered her allies and laid siege to the shaking office force. In her most elegant manner she explained her desire to consult with the head of the firm, Mr. Blank, and without awaiting an invitation, she beckoned the terrible group behind her into the inner room. "Come right in, girls," she murmured in silvery tones, and the "girls" came. Sister Scully then dispatched the office boys for extra chairs and saw that the "Conciliation Committee" was comfortably seated. At length she opened fire upon the amazed "Boss." Butter would have melted in her mouth as she proceeded with her opening remarks, but the negroes showed the whites of their eyes and teeth, and the Slavs and Syrians glared in the direction of the "loyal workers" who were peering through the cracks of the doors. Sister Scully was all blarney and jokes, and explained that there was no need whatever for a continuance of the "misunderstanding," and that an amicable adjustment could be easily arranged.

Promptly sizing up the situation, the Boss caught right on. He studied the relentless faces of the Committee, and then the smiling, amicable features of their Blarneying general, and instantly he made the wise choice to "come across and sign up."

**Some Conciliation Committee...**

All who followed the wise course of President Rosenberg during the trying sessions of the Conferences with the manufacturers were filled with admiration for the courage and wisdom of his efforts. Opposed by a dozen burl manufacturers and their eminent and sagacious counsel, single handed he held the fort for the strikers, refusing to compromise on any principle and accomplishing miracle after miracle, day after day till the final victory was won. His generalship received from the entire labor movement of Boston the appreciation it richly deserved. And the victory he engineered has resulted in stimulating the entire labor movement of that City.
Editorial

The strike of the Misses and Children's Dress Makers, the last of the New York series of strikes, was remarkable in more than one sense. First, it was organized in a very short time and rather late in the season. Second, the negotiations with the manufacturers and contractors were not protracted. Third, the settlement was so all-embracing as to leave nothing to be rectified after the strike, and there was practically no suffering and no necessity of relieving suffering when the strike was over. All of the shops that were seized with the spirit of fight and resistance will have benefited by the settlement and the employees have returned to work in less than two weeks.

The protocol agreement given on another page shows at a glance what the gain was. Many of its provisions have been borrowed from the Protocols in the Dress and Waist and Wrapper and Kimono industries, excepting the raise in wages which is divided in two amounts of 50 cents each, because the strike was called in the middle of the season. Nevertheless, thousands of employees have already actually received their raise of one dollar a week while the wages and prices of the higher-grade employees have likewise been substantially advanced.

The salient feature of this strike was that an insignificant Union existing in Brownsville had with the assistance of the International Union conducted a strike in New York and had won within 10 days a victory as, if not more, remarkable than the White Goods Workers and Wrapper and Kimono Makers.
Friday is not an unlucky day for Boston Cloak, Skirt and Suit Makers. It was on a Friday that 3,000 of them walked out of Boston factories, making a clean sweep of the entire industry and leaving the "Bosses" and elevator boys the sole occupants of the buildings whereon the previous day the industrial wheels had been grinding at their usual noisy speed—Friday, the 7th to Thursday the 13th, and the story of victory was complete. On Tuesday the 11th, the wheels were all in motion again in the factories of the "Association Houses" and by that unlucky date, the thirteenth, the remaining "Independent" firms had raised the white flag. Presto Change! This time it was the Strike Meeting Halls abandoned and silent—turned over to the scrub women and the elevator boys! And they say Boston is slow.

How The Strike Was Settled

By the terms of the "Protocol" which settled the strike, there will be a Board of Grievances consisting of three members of each party. The court of arbitration will consist of one member to be chosen by the employers, one member to be chosen by the union and a third to be chosen by said arbitrators. The Joint Board of Sanitary Control will be chosen in a similar way.

Those taking part in the conferences were: International President, Abraham Rosenberg, Vice-Presidents Mitchell and Sigman of the International Ladies' Garment Workers' Union, Benjamin Zorn and A. F. of L. Organizer Frank H. McCarthy, all representing the strikers, while the Cloak and Suit Manufacturers were represented by counsel, Attorney Leon R. Evjes, Maxwell Copelof, Joseph Rudy, Julius Price, and David Glickman.

The manufacturers have elected this committee for the Grievance Board: Julius Price, Charles Koplow, Joseph Rudy, alternates; Harry Reamer, Louis A. Abramson, David H. Glickman.

Maxwell Copelof will represent the manufacturers on the Arbitration Board. Meyer Bloomfield of the Civic Service House may represent the union. The third arbitrator has not been chosen, but three men are being considered, Edward A. Filene, James J. Storrow and Louis D. Brandeis.

Three Girls A good story of the Boston strike is told by Vice President Mitchell. He learned that in some factories the bosses engaged girls by the "job lot" and paid one of them for the entire group. In one case three sisters were paid all together $11.00 per week. He got a photograph of these girls which showed them to be bright, capable looking workers. At the conferences with the Manufacturers, Brother Mitchell mentioned this "joint pay envelope" as one of the evils of the trade and produced the story of the three sisters, and their photographs. A Union Manufacturer who had signed up the agreement looked at the picture and suddenly exclaimed, "Why, that middle girl is working for us now and we pay her $9.00 a week and she is worth every cent of it." A new member of the Manufacturers' Association sitting at the other end of the conference table had to admit the truth when Brother Mitchell pointed him out as the man who had got these girls at wholesale prices, three girls for $11.00!! This furnished a splendid example of the way one manufacturer can undercut another in the market and the reason why workers are compelled to organize to equalize wages.
Wild horses could not hold back the 6,000 Boston girls in the Ladies' Waist and Dressmakers' Strike for New York Conditions. "What's the matter with Boston girls getting a living wage and a fifty-hour week?" they asked. For weeks they passed this question round the shops and the answer came from shop after shop: "Just say the word strike and we are with you." For weeks the excitement ran high and the International Officers were swamped with letters and telegrams asking them to endorse a General Strike in Boston. The International preached patience. But the girls and boys of Boston grew louder in their demands and finally sent a delegation from the Women's Trade Union League to present their bitter grievances to President Rosenberg and get his sanction for a strike.

After learning of these conditions, the International sanctioned the strike which was called February 28th. The response was all that had been predicted and the spirit and courage of the Boston boys and girls was equal to that displayed in the New York strikes.

President Rosenberg joined the two vice-presidents on the scene of action and assigned Miss Josephine Casey to assist the Boston Locals; also Mr. Scully whose work has been effective, especially as chairman of the Conciliation Committee. Later Miss Barnum was sent for to try her famous fur in a famous "publicity" act.

Married women with eighteen years' experience were working for $4.50 a week. Piece workers were earning sometimes as low as 48 cents per week in slack seasons and the majority thought themselves aristocrats when the pay envelope contained $8.00. Week workers made such a pittance in some of the most "presentable" factories that they had to do home work at night to keep body and soul together. One young Italian girl who supported a rheumatic father, a delicate mother and three younger children, told of working till one and two o'clock at night on silk dresses, sewed forty-seven (47) fancy buttons each dress, and thirty (30) hooks and eyes and caught up the hem of the skirt. For this, night work she was paid only once per month and the boss claimed that as she had furnished heat and light, and each dress took a whole hour's hard work, 5 cents was too little and when she cried "awful" he told her to pay her 12 cents per dress.

If the police of New York were "brutal," a more powerful word must be coined for the Boston "Cop." It was an ordinary sight to see a six-foot-two blue coat pounce upon a four-foot-two little girl and rush her by the nape of the neck to the patrol wagon. The bosses hired "placard" men to stir up trouble and the police did the rest. If a striker opened her mouth to speak to a "scab" or to the police she was shaken, as a cat shakes a rat, by some brawny ruffian with brass buttons, then thrown into a police cell and searched by men policemen for concealed weapons," which proved to be...
nothing more deadly than sticks of chewing gum, union cards, or clippings of Josephine Casey's photograph. A number of prominent women of the Women's Trade Union League raised a protest against this public scandal and brought a few of these strong-arm men to trial for over-stepping their authority in making arrests without legal cause. Also the practice of having men officers search women prisoners was abandoned, and at the suggestion of the Woman Suffrage Party, Mayor Fitzgerald is considering the appointment of Women Police officers for special duty when women are concerned.

The press of Boston featured the "rioting" and "violence" to such an extent that the average outsider would think the strike resembled the Mexican War, until the publicity agent and a Committee of Society women visited the managing editors and called their attention to the fact that the "rioting" amounted at worst to a few "scraps" between little girls of school age and that their most serious offences were such verbal or physical slappings as sometimes occur between sisters in the best regulated families. Whereupon the Mexican War Headline Effect was somewhat modified by the newspapers, with the result that the public woke up to some extent to the true facts in the case.

After two weeks of spirited organizing and effective picketing the ranks of the strongest "bosses" began to break. Individual firms had been clamoring to settle with their "employees" almost from the first and as the strike progressed the principal Manufacturers drew together in a strong association and made overtures to the Union.

In antiquated continental Europe men of the aristocracy and nobility have been in death agonies over the number "13" and have prophesied all sorts of misfortunes and disasters for this year. To our International Union, however, the first three months of the year have showered blessings and gains of a nature which may certainly be considered lasting, if not permanent. In our locals and wherever our members congregate, the question upon everyone's lips is "Where, the next battle?"

Indeed, 1913 will be a red letter year in the annals of our organization. It will be indelibly engraved on the minds and hearts of some sixty thousand workers of the frailest and most helpless. To these, 1913 has brought relief from a sort of industrial slavery and a sense of freedom born of the protection that only a strong Union can give. This has gone far beyond our anticipations. Had these good things been accomplished in New York only, we would have had ample reason for congratulation. But the movement has spread to Boston and there also some 9,000 ladies' garment workers have been benefited. After the cloakmakers of Boston had won their fight the final victory of the ladies' waist makers was only a question of days. In another column are given details of the agreement in the Boston Waist Trade, signed by President Ab. Rosenberg and Vice-President Mitchell on behalf of the Union and by Leon R. Eyges, counsel for the manufacturers' Association, and Samuel Bloom their secretary. These show that the victories in Boston were certainly not less important than those of January and February in New York. So far as the great bulk of the Ladies' Garment Trade of New York and Boston is concerned, the bogie of non-Union recognition is practically dead and buried.
President Chauncy Depew isn't in it with President Abraham Rosenberg as an after-dinner speaker.

At a Banquet held Saturday evening, March 15th at Filene's Restaurant, Boston, there were many distinguished speakers including Mr. Louis D. Brandeis, Mr. Charles Winslow, Wm. J. Schieffelin and others; but the man who easily carried off the honors of the occasion was our own International President.

The occasion was the gathering of about a hundred and fifty prominent men and women at a dinner given in honor of those who had originated and helped to establish the "Protocol," as an instrument for Industrial Democracy. The beauty of the floral decorations and of the low strains of music filling the spacious banquet hall was rivalled by the flowing eloquence and oratorical cadences of the various speakers.

Coming directly from the ratification meeting of the Ladies' Dress and Waist Makers, who had that afternoon won their splendid victory, Brother Rosenberg was "in trim." His speech was of delicious and happy flavor, and as fresh as field flowers. Full of wit and wisdom, subtle sarcasm and warning, it was applauded to the echo.

Alluding to the crisis in the New York Cloak Makers' strike, he said:

"I must admit I was suspicious of these New York welfare workers and Boston lawyers and retail merchants butting into our battle to propose a sort of chop suey agreement, a Hungarian Goulash of closed and open shop, union and non-union, all hashed up and covered with wine sauce, so you couldn't see what it was made of. Dr. Henry Moskowitz walked me up and down in the heat of the New York August days talking about Statesmanship. But I protested, I don't know about statesman. Our workers in the cellars and attics don't see many statesmen coming to their shops and what we hear of them doesn't sound the best. Personally I am not a statesman. I am a tailor, looking for a square deal."

Rosenberg went on to give witticisms and descriptions of the wordy battles preceding the recent victories in Boston. "I wasn't alone," he said, "up against a dozen big manufacturers backed by their attorney." He pointed at attorney Eyles who was seated at a nearby table. "It was an unequal fight. I got pretty hot sometimes. I came pretty near doing bodily injury to that attorney, except that I was held back by my friend Phillip Davis, who was present at the conferences. They all said I was stubborn. I was born stubborn and I guess I will die that way. The only reason I didn't insist on more was I didn't want to drive the gentlemen out of business and thus lose the jobs for the people."

Concluding, Mr. Rosenberg paid a tribute to Mr. Brandeis and Mr. Filene and to the Protocol trade agreement, which he declared to be one of the best documents for democratic government. Even written, "Novo," he cried in closing, "The people in these trades have got their instrument. It's up to them to secure for themselves the rights guaranteed them in this splendid Protocol."

No "Graft" in Our Organization

It would be impossible to find perfect human institutions even in the most civilized society. That is because the elements composing them are human and therefore fallible. But every institution may be described as ideal which is constantly on the watch against evil propensities and endeavors to check them.
The idea has occurred to us in connection with the Joint Board of the Cloak and Skirt Makers' Unions of New York, which controls some 50,000 members and a number of busy officers. Narrow-minded employers whose business motto is: “You can't make money by fair methods” are in the habit, in and out of season, of maligning Union leaders as “grafters” thriving on the fat of the land at the workers' expense, simply because years ago there had been a Sam Parks. Yet these “pharisees” who thank God that they are not sinners, deliberately overlook the exceeding enormity of their “foulest” business methods.

The Joint Board of the afore-mentioned Unions, is one of those ideal organizations which would not tolerate any dishonest self-seeking on the part of its officers and business agents. Quite recently three business agents, connected with the Brownsville office, fell under suspicion of “graft.” Straightway the Joint Board suspended them and instituted a strict investigation. Dr. Isaac Hourwich presided over the proceedings which lasted three and a half days. After examining all available witnesses, the Investigating Committee found no evidence of “graft” and declared the accused not guilty. At the same time the Committee found that the officers in question had failed to conduct themselves as behooves officers of a Union and recommended their dismissal. The recommendation was agreed to and promptly carried out.

No, there is no “graft.” nay, not even a possibility of “graft” in our organization.

The Benjamin crowd, like the Bourbons of old, “forget nothing and learn nothing.” The ten weeks strike of the Garment Workers with its terrible financial losses and ruinous business has not taught them the lesson that unionism has come to stay. Like the ostrich they do not see it and still insist upon not recognizing the union. “No one is as blind as those who do not want to see” is an old saying. They still cannot realize that the garment workers in this City will not be satisfied with this third hand recognition of the Union which they gave them by establishing a triumvirate in the shape of a commission. This fight, it seems, will have to be fought over again until the manufacturers will have to deal directly with the Union and not through a third party appointed by them. Our Organization is vitally interested in the fortunes of the people engaged in the garment industry. We realize that our members cannot make any substantial progress as long as the hundred thousand people engaged in the men’s clothing industry are working for low wages and
long hours. Unfortunately the strike of
the garment workers was called at a time
when our Organization was engaged in
the stupendous task of unionizing the
Waist and Dress, Wrapper, Kimono and
White Goods trades and we therefore
were not in a position to give them all
the support we could have given them
under ordinary circumstances. We hope
also that before very long, at the next
struggle of the garment workers for rec­
ognition, our Organization will be in a
position to place at their disposal all of
the resources at our command and then
there is no doubt that the garment work­
ers will be able to give a much better
account of themselves than they did in
the last strike, and the New York Cloth­
ing Manufacturers' Association will have
to climb down from the haughty and
stupid position they took throughout the
strike.

Darrow
Versus the
Steel Trust

An appeal to organized
labor to come to the res­
cue of Clarence S. Dar­
row, whose third trial
on trumped-up charges arising out of the
McNamara case comes up March 31st.
down the number of days of work for the whole industry.

The entire question is complicated by the circumstance that, besides the legal holidays, certain Jewish Holidays are customarily observed in the industry. The Board did not believe that it had the power under the provisions of Section XIV of the Protocol to render an authoritative decision as to any holidays other than the "legal" holidays specifically mentioned. It has, however, carefully considered the subject of Jewish Holidays and has embodied its conclusions in a recommendation, which, while not binding upon either of the two parties, is urged upon them by the Board in the interest of their common welfare.

The Board rules:

(1) That the following five legal holidays shall be observed in the Dress and Waist Industry: Washington's Birthday, Decoration Day, Labor Day, Thanksgiving Day and Christmas.

(2) That when any of these legal holidays falls upon a Sunday, all employees, customarily observing Sunday as a day of rest, shall be entitled to observe the following Monday as a holiday: and when any of these legal holidays falls upon a Saturday, all employees customarily observing Saturday as a day of rest shall be entitled to observe the following Sunday as a holiday.

(3) That full wages shall be paid all week-workers on each of the five holidays above specified.

(4) That it shall be within the power of the Union to dispense with the observance of any of these holidays on the condition that all employees engaged to work on such holidays shall receive double pay for that day.

The Board, without ruling on the following subjects, recommends:

(1) That the Association and the Union meet for the purpose of exchanging two of the five holidays hereinabove mentioned for two Jewish holidays, preferably the Jewish New Year's Day and the Day of Atonement. If such exchange be made, and the Secretary of the Board of Arbitration be notified to that effect, then the employees shall enjoy the same rights and privileges with respect to these two holidays that they now enjoy with respect to the two legal holidays, which may be surrendered therefor.

(2) The Board further recommends that, wherever practicable, all shops be divided into shops which observe Sunday as a day of rest and which shall be called "Saturday shops", and shops which observe Saturday as a day of rest and which shall be called "Sunday shops"; and that the present practice of having in the same shop some employees who work on the one day and others who work on the other day be as far and as soon as possible terminated.

The Board further recommends that the Union and the Association meet to consider the feasibility of making Sunday a long day and Friday a short day in the "Saturday shops" to the end that the weekly recurring holiday in the "Saturday shops" be not divided into two parts.

(Signed) Louis D. Brandeis, Hamilton Holt, Walter E. Weyl.

To

MEYER LONDON, Esq.,
Attorney for International Ladies' Garment Workers' Union.

JULIUS HENRY COHEN, Esq.,
Attorney for Dress and Waist Manufacturers' Association.

Rulings and Recommendations of the Board of Arbitration

Re Arbitration between the International Ladies' Garment Workers' Union and the Cloak, Suit and Skirt Manufacturers' Protective Association under the Protocol of September 2, 1910

There are many garment workers, who, for religious reasons, customarily refrain from work on Saturday and instead work on Sunday. There are several hundred such who are members of the local unions affiliated with the International Ladies' Garment Workers' Union, and who work in shops of members of the Cloak, Suit and Skirt Manufacturers' Protective Association.

Columbus Day is a legal holiday under the
New York law, to be observed on October 12th, unless October 12th falls on Sunday, and in that event to be observed on Monday. In the year 1912, October 12th fell on Saturday. Just before that day the Joint Board of the Cloak Makers' Unions declared without prior conference with or notice to the Association, that "said Board has determined that those of its members who do not work on Sunday, October 13, 1912, and that the week-workers observing Saturday and absenting themselves from work on Sunday, October 13, 1912, will nevertheless be entitled to payment for said Sunday, October 13, 1912."

The Association notified the Union that it did not consider the position taken and claim asserted by the Joint Board as justified by the terms of the protocol, and that consequently those week workers who customarily observed Saturday as a Sabbath and declined to work on Sunday, October 13, 1912, would not be paid for said Sunday, unless they actually worked. Pursuant to this notice served upon the Joint Board, those workers who customarily observed Saturday as a Sabbath and absent themselves from work Sunday, October 13, 1912, without permission of their employers, were not paid for said day.

On January 21, 1913, the International Ladies' Garment Workers' Union filed a complaint requesting that the members of the Association be ordered to make payment for Sunday, October 13, 1912 to those of its employees who customarily work on Sunday instead of Saturday, but who absent themselves from work Sunday, October 13, 1912, in pursuance of the order of the Joint Board.

The provision of the Protocol concerning holidays is as follows:

"Employees shall not be required to work during the ten legal holidays as established by the laws of the State of New York; and no employees shall be permitted to work more than six days in each week, those observing Saturday to be permitted to work Sunday in lieu thereof; all week workers to receive pay for legal holidays."

The Association contended as follows:

First: That the Joint Board had no power to order those week workers who customarily refrain from work on Saturday to decline to work on Sunday, October 13th, and also denied that those who, in obedience to such orders, omitted to work on Sunday were entitled to the full week's pay.

Second: That the Joint Board acted in violation of the obligations imposed by the Protocol and the regulations adopted thereunder, when it issued the order forbidding its members to work on Sunday, the 13th, without conference with the Association.

Third: That the policy adopted in paragraph seven of the Protocol under which a concession was made for legal holidays, is fundamentally unsound, is opposed to good industrial economics and trade-union principles, and that the concession of ten legal holidays would pay for week workers in the industry is fair to the piece workers, who constitute 86 per cent of the workers. The Association also denied that those who, in obedience to the Association's request, omitted to work on Saturday, October 13th, was irregular and in violation of the spirit of the Protocol and of the rules and practice thereunder. No action ought to have been taken by the Joint Board in this matter without first communicating with the proper officers of the Association, and in case of difference, submitting the question to the Board of Grievances for consideration. The Arbitrators deem it of great importance that the appearance of arbitrary action on the part of the Association or of the Union should...
avoided, and that the rules and practices adopted to advance the amicable consideration of questions or differences which must inevitably arise from time to time, should be carefully observed.

The Counsel of the International Union, with commendable frankness, admitted in presenting his complaint, the impropriety of the course pursued by the Union in arbitrarily issuing the order not to work on Sunday, October 13th. This frank admission assured the Arbitrators that with the wise guidance of the Counsel and of the Clerk of the Board such occurrences will be avoided in the future.

(3) The Board is of the opinion that by the clear language of the Protocol it is constrained to hold that the members of the Association are relieved from the necessity of making payment on account of Sunday, October 13th, to those week workers who customarily observe Saturday, and who, in pursuance of the Joint Board's order, refused to work on Sunday, October 13th.

It is the established custom of the cloak trade that week workers are, in the absence of express agreement to the contrary, entitled to pay only for those days on which they actually work. For whatever time the week worker is absent from his work, whether that absence be voluntary or by reason of sickness or for other causes, a proportionate reduction is made in accordance with established custom. The mere agreement that a certain day should be observed as a holiday would not, while relieving the employee from the obligation to work, entitle him necessarily to pay, for the holiday on which he did not work. It is for this reason, clearly, that Article 7 of the Protocol, after declaring that employees "shall not be required to work during the ten legal holidays," added, "all week workers to receive pay for legal holidays." For without such express provision declaring that week workers were to receive pay for legal holidays, one-sixth of the weekly wage would under the established custom be deducted on account of the holiday on which no work was performed.

By virtue of the act of the Legislature of New York, if October 12th falls on Sunday the following day is celebrated as Columbus Day,—a legal holiday,—and consequently under the Protocol no deduction from the weekly wage could be made because the week worker does not work on that day. It was urged on behalf of the Union that this Board should, following the example of the New York Legislature, declare that where October 12th falls on Saturday, week workers, who customarily observe Saturday as the Sabbath be allowed to celebrate Sunday, the 13th, as a holiday at the expense of the employer. But this Board has not the powers of a legislature. Its duty is to interpret the agreement which the parties have made, and it has no right to modify that agreement or make new agreements for them. It should be noted that under the law of New York no legal holiday falls on Sunday. If October 12th falls on Sunday, Sunday would not be the legal holiday. The reason why the ordinary week worker, in that case, would be paid under the Protocol, although he did not work on that day, is because Monday, October 13th, not Sunday, October 12th, would be the legal holiday.

It is urged on behalf of the Union that if the framers of the Protocol had had in mind what the effect of the holiday provision as expressed by them in Article 7, would be upon those week workers who observe Saturday as the Sabbath, they would have made a different agreement so as to avoid any discrimination against such week workers. This may be true; but we have no right to rest our decision upon a speculation as to what the parties would have done if this question had been definitely brought up for discussion. To rest our decision upon such reasoning would be to make an agreement for the parties instead of interpreting the agreement which the parties themselves made.

The Association insists that the article as to holidays is in other respects not for the best interests of all concerned, and that if continued in force the piece workers and the employers will both suffer. And it is urgently insisted that we should undertake to revise that agreement. While we have, as above stated, no power to consider the equities and general trade interests involved, it seems to us proper to state that the members of the Grievance Committee should, in the interests of all concerned, give careful consideration to the questions raised. If a revision of the seventh article is hereafter undertaken, opportunity will be given for removing that apparent discrimination in respect to holidays from which those week workers, who observe Saturday as the Sabbath, now suffer.

(Signed) Louis D. Brandeis
Hamilton Holt
Walter F. Weyl
TO YOU GIRLS!

It is to you girls, Waist Makers, White Goods Workers, Wrapper and Kimona Makers, Children's Dressmakers, Corset Workers, Cloak Finishers, and to all women who participate in the making of Ladies' Garments; it is to you that we wish to make the following announcement:

Did you look at the head of this page? You did? Very well then. Now this new department of ours, "Among our Women Workers," will henceforth remain a regular feature of YOUR monthly magazine—"The Ladies GARMENT WORKER."

We realize that the White Goods Workers would like to know more about the Waist Makers, and the Waist Makers in return would like to know about the Children's Dressmakers; the Corset Makers no doubt would like to know about the Cloak Finishers, and the New York girls should know about the girls of Philadelphia, Boston, Chicago, Kalama and vice versa.

You see, girls, the time when you used to think of your own selves is gone, never to return. All of you, through your experience in the recent strikes, have now got rid of that selfish feeling. You no longer think of yourselves only, but of all your sisters and brothers who belong to the International Ladies' Garment Workers' Union. You have learned more, you have learned to think of those who not only belong to your Union, but also of those who belong to your class the working class. And they in return think of you too, you may be sure of that.

You see, this beautiful spirit of Solidarity takes hold of you the moment you enter the Union, and through the Union, you become a part of the whole Labor Movement. It is really there that you first learn to think of...
THE LADIES' GARMENT WORKER

Others as you would have others think of you. But of all other people, you are apt to think more of those who happen to work at the same trade with you, and who enjoy, or suffer from—as the case may be—the same conditions as you do.

It is for this reason, that we shall publish from month to month news of the activities, and everything pertaining to the interest of our women workers.

Now we would like to ask YOU, who read this, to spread the news about this new department among all the members of your local Union, and all your shop mates. We want you from now on to watch religiously for every issue of THE LADIES GARMENT WORKER.

If there are any of you who would like to write something about the Union you belong to, or about your recent strike, or about your shop and your work, please don't hesitate, and send all communications to Pauline M. Newman, 32 Union Square, Room 1017, New York City.

We shall be glad to publish same. May we hope to hear from you?

THINK IT OVER GIRLS

Those of you who were out on strike for several weeks will remember, and perhaps never forget your experiences on the picket line. You will also remember your courage in arguing with the police and the thug. You will surely keep in mind all the meetings at which you were present. You will, no doubt, remember the many, many speeches you have heard during the strike. And above all you will remember the scab, and while thinking of her as a lost soul, you will surely be proud of your own self for having been a striker and a fighter instead.

And you HAVE fought nobly—you White Goods Workers, Corset Workers, and Wrapper & Kimono Workers. All of us in the labor world admire you and love you for it. Nay, even those who are on the outside of the labor world could not help but sympathize with you and your cause. No one person with intelligence could help respecting you for your splendid courage. For after all, everybody respects a fighter. Even your employer, in his heart of hearts has more respect for the girl who goes down and joins the ranks of the strikers, than for the one who remains scabbing.

The fight is now over. You are back at work. You have now time to read everything that was said about you in connection with the strike. You have time to think it all over. In short, you have now the time to prove not only that you were a good striker, but that you are going to remain a good, loyal member of your Union.

Remember, then, that in order to keep what you have gained by striking, you will have to see to it that your Union becomes strong and powerful. The moment your employer will see that your Union weakens, he will try to take back all that you have forced him to grant.

Remember that no employer is at any time willing to raise wages or to shorten hours of his own free will. And those who blindly rely on the good will of an employer are seldom in a position to better their working conditions.

The workers of all trades have succeeded in getting higher wages and shorter hours, through no other methods than by strikes and by having strong Unions in back of them. The same is true of your case. By having joined your Union, it was possible to carry on a strike, and so to better your conditions. You too, have succeeded in shortening your hours, and raising your wages—not much it is true, but this is only a beginning. If you have made up your mind to stick to the organization you can, in time, go on demanding more and more.

How can we make a Union strong?

First, by trying to get all non-Union workers into the Union. Second, you yourself must not neglect the duties you owe to the Union, such as attending meetings, paying dues, participating in all the work of the Union instead of leaving it to a very few. And above all, by learning to understand the whys and wherefores of Unionism. You must learn to have a clear understanding as to what a Union can do, and what a Union cannot do. It would be well for you to get acquainted with the work of the whole Labor Movement. It would do you good if you care to take the time to find out what the Unions have accomplished. I am sure that it would interest you. Try it anyhow.

Girls don't scatter your forces by remaining on the outside of your Union Get together and only when you will realize your power can you hope to demand more and more of what you produce, and which rightly belongs to you.

Let us hope then, that you are going to remain as good fighters in your Union as you have proven to be on the picket line. Let your motto from now on be—"Union now, and forever!"
BERTHA LEVY

One of the many fighters in the recent White Goods workers strike. She was arrested while on picket duty. But that did not scare Bertha, on the contrary, it served to arouse her spirit to fight harder than ever for the cause.

Do you wonder that the strike was won?

SOLVING THE PROBLEM OF THE SCAB

When the White Goods Workers returned to work after the strike was over they were confronted with a rather difficult problem—that of convincing the girls who remained at work during the strike to join the Union. The task was by no means a pleasant one. The feeling between the two elements was rather a bitter one. The strikers considered the scab as an enemy of hers, and they were justified in thinking so. The scab on the other hand felt that she had a so-called “will of her own and could do as she pleased.”

However, the time when we thought that we can change a scab into a good loyal member of the Union by forcing her to take out a Union book is gone. There are other methods by which we can make a scab realize the necessity of joining the Union, and that is: Not by ignoring or speaking harshly to her, but by showing her that her conditions were improved through the Union; and that they, the strikers, were fighting for her, as well as for themselves. In short, by presenting logical arguments in favor of the Union.

There are times when we can afford to take the same attitude as that of Christ toward those who crucified him, when he said: “Father, forgive them, for they know not what they do.” We, too, know that scabs are scabs because they DON’T KNOW ANY BETTER.

It seems that the White Goods Workers have of late pursued the latter method, and have, therefore, succeeded in inducing scabs to join the Union. For, according to Mollie Lifshitz, Secretary of the Union, HUNDRED AND FIFTY new members joined the Union since the strike was won.

If this shows anything at all, it shows our Union members in the shops how to treat the scabs on the job.

We congratulate our Union girls on their splendid work, and we also welcome the new comers with open arms. We want them as us, not against us.

May their tribe increase.

We suggest that all other local Unions do follow the example of the White Goods Workers.

Our sisters in Boston, too, the Waist Makers’ Union, Local No. 49, have struck and won. Their gains are not less than the gains made by our local Unions here in New York.

And while there is much to be said about it and about the Boston strikes in general, we will this time refrain from doing so for the reason that the editorial pages deal with this subject. So all I can do is to refer you to the editorial pages.

LEST WE FORGET!

Second Anniversary of the Triangle Disaster

No, WE have not forgotten. The day twenty-fifth of March, 1911, is still fresh in our memory. You know what I am referring to, do you not? It was on that day when ONE HUNDRED AND FORTY-SEVEN GIRLS, OUR girls, were BURNED ALIVE in the Triangle fire. No, we did not forget, we can’t forget, and WE will not forget. Let it be remembered girls, that this terrible disaster was not a mere accident.

We can still see the blazing flames; we can still hear the heart-rending screams of the victims; we can still see the burned bodies and the charred bones. Good God! we can still see the girls jump from the tenth floors with the last spark of hope to save themselves from that horrible monster—FIRE!

And the guilty ones? Were they punished? No! They had too much money!

Did our City Government do anything to protect the lives of those who are still compelled to work in the non-fire-proof factories? No. Why should they? Their daughters are not working in the factories, and those who DO are only working girls—why bother?
The only force that is going to safeguard the lives of our working girls and boys will be the ORGANIZED LABOR MOVEMENT, of which you are now a part.

When these lines are written, the Ladies' Waist Makers' Union of New York and Philadelphia are holding meetings to commemorate the death of the victims.

The way to honor the memory of the dead is to build up a strong and powerful organization that will prevent such disasters as that of two years ago, and serve as a monument to the dead.

Lest we forget!

P. M. N.

Local News and Events

JOINT BOARD OF NEW YORK

At some future time this Journal intends to deal at length with the functions and work of this practically central and important body which controls the fortunes and destinies of 50,000 cloak, suit and skirt workers enrolled in 8 Locals of the International Union and known as the "Cloak Makers' Union." For the present it will be sufficient to say that this Board carries on the affairs of the Union in a business-like manner, practicing no false economy in the enlistment into its service of the highest and best experience and ability it can find within or without its ranks. It finances and has under its direct control seven offices, three of which are in Manhattan, one in Harlem, two in Brooklyn and one in Newark, N. J. In the recent strike of the men's garment workers of New York, the Cloak Makers' Joint Board has contributed direct from its treasury $27,000 and $5,000 towards the strikes of our Locals 41 and 62. According to report, the New Union of the men's garment workers intends to copy the plan upon which this Joint Board is organized, in order to be able to direct all operations from one central point. The manager of this powerful "Cloak Makers' Union" and the Chairman of its Committee of Mediation and Arbitration is Dr. Isaac Hourwich, formerly connected with the Census Bureau of the Federal Government and author of an important book on Alien Immigration published recently.

Local 1, New York Cloak Operators

This Local, composed of some 12,000 members, is divided for purposes of meeting and discussion into a number of sections that meet at certain definite intervals. The members, come together, report of their life and work in the shops, tell each other of their grievances, if any, and refer various recommendations to their Local Executive. It is reported that during March, these section meetings were well attended, the members having shown a lively interest in their proceedings. Individually, the affairs of this Local are managed by its Executive Board; collectively, with the other Unions in the Cloak Industry, all negotiations with the employers and general trade questions are dealt with by the Joint Board of New York as to which a brief report is given below.

Local 2, Philadelphia Cloak and Skirt Makers

Coincident with a vigorous local agitation for a general strike in the trade, the General Executive Board is preparing, while these lines are being written, to have their quarterly meeting in the Quaker City, beginning on March 24th. Much local expectation is based on this meeting. While New York has been extensively unionized, Philadelphia, partly by its own choice, has lagged behind. But of late a great awakening has taken place, and the Cloak and Skirt Makers of Philadelphia have developed a grim determination to place their Union on a firm footing and improve their conditions of life and labor, so as to be on a level with their brothers and sisters of New York.

Local 8, Cloak Makers of San Francisco, Cal.

The spirit of Unionism among our people has made itself felt even on the Pacific Coast. From information by Thomas H. Shepard, Local 8, of San Francisco, it is well organized. It has just won a notable victory and enhanced its prestige.

Towards the end of February trouble has been brewing at the Rattner Cloak and Suit Co. Mr. Rattner had discriminated against two of his union employees and replaced them...
by non-union men. The Local appointed a committee to interview Mr. Rattner and try to adjust the matter, but the boss insulted the Committee and absolutely refused to recognize the Union. The Local was not going to take this insult lying down and declared the shop on strike. Mr. Rattner probably may not have expected such a decisive and determined step, and when the step was taken, he began to see his mistake and decided that an employer cannot afford to be at loggerheads with his employees.

And so the strike was quickly settled, the strikers having won every point fought for, including the reinstatement of the two men and the recognition of the Union.

Local 9, New York Cloak and Suit Tailors

The Cloak tailors have been destined by fate to have the biggest Local Union in the Cloak trade, between 15,000 and 16,000 members. Like the operators, the Cloak tailors and finishers are affiliated with the Joint Board and are locally managed on the same plan as Local No. 7.

At the urgent request of the Local Executive, the Joint Board has decided to do all in its power to organize the alteration tailors employed in the department stores. A number of these had been organized during the great strike of 1910 and formed into Branch 4 of Local 9.

Owing to pressure of work within, the question of organizing the alteration tailors has been left in abeyance. And now, it seems, the time has come. About six months ago Sol. Rosman, formerly organizer of the Ladies' Tailors' Local 38, has been appointed to take charge of this work and during March a good deal of interest has centered in these hitherto neglected employees.

One of the events reported for March was a strike at Wanamakers. The employees first demanded an improvement in their conditions, including a raise in wages and collective bargaining through the Union. The employees have, of course, been rebuffed, but they have the whole-hearted support of the powerful Cloak Makers' Unions and must win.

The employees of Abraham and Strauss, of Brooklyn, have likewise combined for the purpose of having a Union shop.

Local 10, New York Ladies' Garment Cutters

In the recent strikes of the Waist Makers, White Goods Workers, Wrapper and Kimono Makers and Children's Dress Makers, the Ladies' Union, Local No. 10, have been set and have gained a considerable measure. From the agreements published in the columns for February, March and April, it can be seen how substantial has been the gain for those cutters who before the strike were unorganized. It may be repeated what has already been said two months ago. The old struggles, comparatively brief as they have been, the officers of Local 10 have undertaken themselves with great credit. Without their assistance it would have been almost impossible to attain success.

Local 17, New York Reefer Makers

It is satisfactory to note that Local 17 wisely withdrawn its application for a junction against the International Union. This was a rather unfortunate one and met with no whole-hearted support anywhere. Here was a case where a regular convention had decided that the Local must transfer a certain number of members to other Locals to which those members belonged. The G. F. B. had caused a thorough investigation to be made in the shops and having ascertained the precise character of the work and the number of members to be transferred, they ordered the Local to carry out the decision and in default revoke its charter. However, better things began to prevail after the act and it was heard that Local 17 will find a way to comply with the law of the International constitution.

Local No. 20, New York Raincoat Makers

The well-conducted ten weeks strike at C. Kenyon Co., of Brooklyn, has now been settled. The Raincoat Makers have succeeded in obtaining a 15 per cent increase in wages, six hours less on the working week, and many other concessions. This is the first time in the history of C. Kenyon Co. that the firm was forced to deal with their employees as a body. Very few Manufacturers could gain sufficient influence in their favor to defeat the cause of organized labor. Very few strikes had such opposition to overcome as the Raincoat Makers had in fighting the C. Kenyon Co. The strike was conducted under most
advantages, the pickets were not allowed even to go near the two C. Kenyon Co.'s factories. The brutality of the police in this strike overshadowed the ferocious attacks on the pickets by some creatures understood to be helping C. Kenyon Co. Still, the strikers stood their ground well, and have won.

N. Y. SKIRT MAKERS, Local No. 23
This being the busy season, official Local reports show that the members are all at work. The Local office is likewise busy, because the busy season is usually the time when the majority of the members visit the office for payment of dues and other matters. Local No. 23 has gained additional numerical strength from the successful termination of the Dress and Waist Makers' Strike. A number of hitherto unorganized dress shops that do not come under the category of dresses and waists have been organized and placed under the control of Local No. 23.

The question of raising an unemployment fund is occupying the attention of the Local leaders and officers. A certain specified benefit to unemployed members would solve an urgent and pressing problem confronting the Union in the slack season.

NEW YORK PRESSERS, Local No. 33
This Local, too, composed of some 8,000 members, is divided into Sections like the Cloak Operators and Tailors. At the recent Section meetings the question has been discussed of providing support for those members who fall victims to the white plague to which garment pressers, though usually of robust bodily frame, are exposed, possibly owing to the nature of the arduous work and to the inhalation of steam caused by the hot iron mixed with the fine particles of cloth dust. The creation of a fund for this purpose has been submitted to the Sections for approval.

NEW YORK WAIST AND DRESS MAKERS, Local No. 25
Our Local No. 25, which more than three years ago had started the ball of our International Union rolling is now the biggest and strongest Local. So far as numbers are concerned it has utterly eclipsed the Cloak and Suit Tailors' Union, Local No. 9, which up to the end of last year was the biggest. The latest information at hand is that there have been enrolled 23,000 members and that the Union fund already amounts to $40,000.

The arrangement for conciliation in shop disputes arrived at between the employers and the Union as a result of the recent general strike is working very satisfactorily. It is reported that of the cases coming before the Board of Grievances, about 75 per cent have been decided in favor of the employees.

The preliminary investigation as to the earnings of the operatives and the classification of garments in the industry, set in motion by the Wage Scale Board, under the Protocol of Peace is being vigorously pushed forward. Vice-President Polakoff, the Clerk of the Board of Grievances, has promised to furnish us with more precise details for our May issue.

BOSTON LADIES' TAILORS & DRESSMAKERS, Local No. 36
When going to press we learn that about 800 ladies' tailors and custom dressmakers took advantage of the Easter rush to strike for higher wages. Sixty shops are affected. After the victories of the Boston Cloak Makers and Dress and Waist Makers, the Ladies' Tailors, formerly a strong union, cannot remain in its present unorganized state and they have come into line. More strength to their elbow! The slogan in the Ladies' Garment Trade seems to be 'Union, all Union.'

NEW YORK LADIES' TAILORS AND DRESSMAKERS, Local No. 38
The troubles that began in this Local about one year ago, owing to doubtful methods pursued by a number of hot-headed members, have now been quite forgotten. The operation performed by the International Union in the temporary revocation of the Local's charter appears to have been a very necessary one; for it has brought the Local to its senses in certain business matters and in dealing with the manufacturers. The normal condition was reached several months ago and now the Local is flourishing. This can be seen from the state of the finances. On July 11th, 1912, when the crisis was over, the cash balance was $25,35. On December 31st, 1912, the cash balance stood at $5,429.37, and the membership was 2,420. This is, indeed, very satisfactory.

A slight error occurred in the list of donations reported in our February issue. Local No. 38 was reported as having donated $100 towards the strike fund of Locals 41 and 62. This should have been $200.00.
In connection with the strike of the Boston Waist Makers the Telephone operators took a prominent part. The organized "Hello" girls, under the able leadership of Miss Annie E. Molloy, the President, and Miss Mary C. Meagher, the Vice President of the Telephone Operators' Union, were determined to renounce the pleasure in New Easter hats in order to prove aid to the Waist Makers on strike. While the strike was in progress it was feared that about 26,000 lovely hats, smart new suits and a thousand things that a woman loves would have to remain in the shops unhught. What a calamity! Happily the calamity was averted by the settlement reported on our editorial pages.

Besides the telephone operators, assistance in this work was given by Miss Annie Page of Radcliffe College, Mrs. Dewey and Miss Caroline Dexter of New York City. Miss Page declared that many college girls were ready to assist the girl strikers in picketing. She protested against the handling of girl prisoners. These were bundled into patrol wagons with drunken prisoners when carried to the detention house.

NEW YORK CLOAK BUTTONHOLE MAKERS, Local No. 64

Fairly in March four buttonhole contractors who are under charges of homicide for the killing of Abraham Steinberg, formerly business agent of the above Local, were held in $25,000 bail each at the inquest before Coroner Feinberg on March 7th.

Steinberg was shot on January 7 in the office of the Union on University Place and died recently in a hospital. Harry Wagner, who was later arrested for the crime confessed to Assistant District Attorney Breckenridge that he was hired to commit the murder by a clique of buttonhole contractors, who wanted to get Steinberg out of the way because of his union activities. The murderer said he was paid $70 to shoot Steinberg. The men implicated in Wagner's confession are Max Orentstein, of 577 Schenck Avenue, Brooklyn; Max Weissberg, of 620 Schenck Avenue; Louis Weinsten, of 1477 East New York Avenue, Brooklyn, and Abraham Vialko.

The Joint Board of New York with which the Local is affiliated has decided that the affiliated locals should contribute $1,500 for the support of the widow and two children of the late Brother Steinberg; $1,000 for the widow and $500 to be placed in safe keeping for the children.

DRESS MAKERS OF BROWNSVILLE
Local No. 72

Semi-official information points to a complicated state of affairs in this Local. The membership mainly consists of girls who work at private dress making and of a small number of Ladies' Tailors.

By a curious irony of fate the girls' union conditions as a result of a strike carried on more than a year ago, which male membership consisting of ladies and working in Brooklyn, have to endure. The union conditions because their trade was not organized. Some time ago the New York Ladies' Tailors', Local No. 38, claimed jurisdiction over the Brooklyn and Brownsville ladies' tailors. They have, however, refused to assume the responsibilities of organization and bringing them into line. Now that the affairs in Local No. 38 have assumed the form there is no reason why both Locals 38 and 72 should not come together and initiate a campaign of organization among the Brooklyn ladies' tailors and dressmakers.

A Rather Provoking Temptation

The following letter has reached us in course of last month. We give it in the same form as it came. But we fear that it is rather late, as our girls are now enjoying their well earned victory.

Pendora, Alberta.

February 13, 1911

To the Ladies' Garment Workers' Union.

Pardon me for taking up any of your time, but in view of the fact that there is 9,000 workers out on strike, there is no doubt in my mind, that there is lots of women who would make good wives for the bachelors here on the prairie. I shall speak for myself. I need a wife. I have 320 acres of land all fenced, a head of horses and equipped to farm. I raised a very good crop of most everything last year.

This part of Alberta is practically a new country. I am 45 miles from railroad, but we expect one inside of two years.

I am six feet, weigh 200 lbs., considered handsome, no marks or scars, 40 years of age. I would like some widow and I would object if she has two small children, or a round the thirty mark. Now some fellows say, why does he not get married out?
This is easy, because there are no women here, only but what is married. I could give you hundreds of names in close area of batchers all the way from 22 to 30 years who would like to marry but there are no girls here, only little children.

Now I do not want to thrust myself forward like the under bow of one of those battle ships in New York Harbor for a target. I mean to go through if some fair lady wishes to correspond.

I am tired of hatching and I hope to hear from some lady.

Give my respects to all of the girls over 20.

I remain,

THOMAS C. MOORE,
Pendora, Alberta,
Canada.

OBITUARY

Harry Thomas of Cleveland
In Memoriam

By Pauline Newman

"And richest of all are the unseen wreaths,
On his coffin-lid laid down
By the toil-stained hands of workmen,
Their sob, their kiss, and their crown."

That Monster, Grim Death, has again snatched from our midst one of the noblest men God ever created—Harry D. Thomas.

Thomas suffered from an incurable disease that had slowly sapped his strength, despite the efforts of a skilled physician and the tender care of his wife.

The loss is irreparable, not only to his family, but to the whole Labor Movement.

Harry Thomas was the son of working people. At the age of twelve he was already compelled to leave school, and learned the trade of carpentering. At this task he worked for many years and worked he realized the great importance of having the workers organized and thereby improving their conditions. As a boy, and later as a Union man, he continued at his trade until 1898, when he was chosen as business agent for the Cleveland Federation of Labor. He had likewise served as secretary of the Ohio State Federation of Labor.

Harry Thomas was also a Socialist, and as such he was ever ready with his counsel and gave his time, his energy and his health to the movement he loved so much.

No man in the city of Cleveland was more honored and respected than Thomas. The newspapers, not only of Cleveland, but of the whole State paid him a high tribute. The House of Representatives in Columbus passed a resolution expressing their grief on the death of Labor's Friend—Harry Thomas.

Editorially the papers dwelt on the wonderful work Thomas had done for the working class, in particular, and for humanity as a whole.

To those of us who knew him the news of his death came as a blow. For, Thomas was only forty-seven years old, and we did not expect to lose him so soon.

His influence on the Labor Movement, his invaluable work for Socialism, his honesty, his sincerity and his devotion to the Cause of Labor endeared him to his fellow workers.

As secretary of the Cleveland Federation of Labor he was admired, honored and loved by every delegate.

During the clockmakers' strike in Cleveland of two years ago, Harry Thomas did much to make that strike a memorable one. He was not particular as to the work. Addressing meetings and conferring with employers, was just as much to his liking as that of being on the executive council of the strike. And the least that the International Ladies' Garment Workers' Union could do was to present him with a beautiful testimonial in appreciation of his good work.

"Even after the strike," writes one of our Cleveland members, "he proved one of those wise counselors and workers whose excellent advice, careful attention to details, and unlimited hours of service make the solid underpinning of Labor's great hope." His assistance to us was invaluable indeed.

We in the ranks of labor take leave of our brother and comrade with aching hearts, but with the determination to continue the work to which he devoted his life.

The best we can do is to begin where he left off. And the least we can say is that the world was so much better when he was here.
The Toiling Children

We never see the big blue sky
From out some country lane,
We never watch the clouds sail by
Above the waving grain.
We never hear at close of day
The birds grow quiet in sleep.
We never run, we never play—
We only toil and weep.

The dark, cold night has hardly fled
Ere we are set to work,
With weary fingers, aching head—
But, ah! we dare not shirk!
"Work fast! Work fast!" our parents cry,
And though our tears flow free,
We choke them back, for if we cry
Our task we cannot see.

We are so young, the day's so long.
Yet there's no time to smile,
Or make believe, or sing a song—
And, oh! to sleep a while!
But, no, we do not dare to pause,
They beat us if we do—
Oh, tell us, are there, then, no laws
For little children, too?

We only ask a little play,
A little youth and zest,
A little time for fun each day,
A little sleep and rest.
We're always hungry, often cold,
Oh, let us stop, we pray!
It cannot be that God's been told
How long we work each day.

WILLIAM WALLACE WHITNEY
פָּרָר רַבּוּנָא יוֹסֵף

הערת יִזְדְּקְדֶּה

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לא קיימת דף עולות וư קא"י קאראן?
לא ניתן прочитать текст из-за искажения изображения страницы.
המשטח או הUnused שנותר במערך אינו מתאימה

 ayuda en la lectura natural como asistente.
“The Ladies' Garment Worker,” 32 Union Sq., N. Y. City
לא ניתן לקרוא את התוכן המוצג באינטראקציה זו.
יוסף קאפזס ואו כהן יעל

שפרנס קטעים מחומרים שונים סמוכים

pez ה-1381

"יוסף קאפזס ואו כהן יעל"
דרע לโรית נחמה וברקע

דרע נוחה

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הובנו ודליים את המילים והאCGRectים. זה הנדרש מכם ואני מתנהל מצובב עם הפרסום והפרסומים הנמצאים כאן. אני מבין כי הוא לא מספק כל עמדה או מילוי הפרסום והפרסום. הוא נ <!--[0.62,0.24]-->
ויכנסא פאפרוניטן פון מַנְאָס

על דער ליווֹד זָאַרְמֵנֶגט פון מַנְאָס

30
אין כל לוגיות או פעילות בין הכתובים המופיעה בשולי התמונה. קריאה טבעית של התוכן לא ניתן/practical/proofread.
ה่าวה לאות פרא נועשה!
(שנודע להיות שבוקע)

מхотל וארוך

ועד העד Kurd עוצמה

לְהוֹצֵל נִהוֹבָא וְאָנַּחְוָא שְׁמֵעָא

ועד העד Kurd עוצמה

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ועד העד Kurd עוצמה

לְהוֹצֵל נִהוֹבָא וְאָנַּחְוָא שְׁמֵעָא
דעת לウィットрагמטיקורים וראקרים

[Texto en hebreo]
8 נופי עץ פאר "אנדרטאות אילו"
ללוי הילרי נאמדוביץ הגרנץ

היה זה הפעם הראשונה שפועלו בניו מתבצרים. ח容忍ו על מתנה מה spécifique והשעירים אותו בחול. המשאבים הוכנסו להזדמנות של לחם ומים, והתנתקו מהים. המים הייחודיים היו שונים מהם, אך היה להם דבר אחד משותף - הם היוتطورיםโพטנציאליות נגדיות. היה זה לא כמו שהיינו ידועים מה//----------------------------------------------------------------------------------------------------

又是這個女孩的第一個頭髮。她有著美麗的外貌，她的美麗是如此的特別，它們在黑暗中會發出美麗的光芒。她們的頭髮被護理得很好，她們會定期做護理，以保持它的美麗。在她們的頭髮中，可以發現不同的物種，這讓我們想起了大自然的美麗。然而，當她們的頭髮長到一定的長度時，她們開始將它們剪掉。剪掉頭髮時，她們會感到很痛苦。但是，她們知道，這是為了更好的未來。剪掉頭髮後，她們會將它們放入一個特別的盒子，然後存放在一個特別的儲藏處。她們知道，當她們需要時，她們可以隨時找回她們的頭髮。
לא ניתן לקרוא את התוכן המוצג בתמונה.
מעריך adult ונערנים השם מצוות נייק

ذهب על 30 היהезדה שנה ויהי כדי

דעת אתי ויהודית אסכולות אסכולות אוזן

אם כי אין ערש לtyardתית, אם כי לא

ויתך אתי ו寄せיתן, כי אתי הוא

הישרואים על זה שנתקל엔ון

המהדורות הדרומית וזו התשובה",

"ודא כי ישו ישו וייק אתי ע nierון".
1. השיטה הראשונה: שיעור התחילה
2. השיטה שנייה: שיעור המשך
3. השיטה 세圬: שיעור הסיום
8 שמלת רותאולプリン זא ויזוס זא דרהפ איגודורפיע

[Content of the page in Hebrew]
וֹאֵל תַּעֲזֵר בְּחַיָּיו יִרְאֵהוּ בְּבַשָּׁבָּהּ, וְגִיד לַעֲשֵׂהּ וְלַשְׁמֹלָהּ vulner eternitatis. הַעֲשֵׂהּ תְּמוּנָהּ וּלְשָׁמְלָהּ תְּמוּנָהּ.
Դրա թույլով նախատեսված է դեր կատարել Անդրանիկ

Արամայան և Գրիգոր Ապարանտսի անունը

14
ארפירישן באэрד ע"שת"ם וו"מ ל"עא אלע"ד

11. הנחתה של חיפה

12. הגדלה

13. המגירה

14. הולכת

15. הציבור

16. הגדלה

17. המגירה

18. הולכת

19. הציבור

20. הגדלה

21. המגירה

22. הולכת

23. הציבור

24. הגדלה

25. המגירה

26. הולכת

27. הציבור

28. הגדלה

29. המגירה

30. הולכת

31. הציבור

32. הגדלה

33. המגירה

34. הולכת

35. הציבור

36. הגדלה

37. המגירה

38. הולכת

39. הציבור

40. הגדלה

41. המגירה

42. הולכת

43. הציבור

44. הגדלה

45. המגירה

46. הולכת

47. הציבור

48. הגדלה

49. המגירה

50. הולכת

51. הציבור

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72. הגדלה

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81. המגירה

82. הולכת

83. הציבור

84. הגדלה

85. המגירה

86. הולכת

87. הציבור

88. הגדלה

89. המגירה

90. הולכת

91. הציבור

92. הגדלה

93. המגירה

94. הולכת

95. הציבור

96. הגדלה

97. המגירה

98. הולכת

99. הציבור

100. הגדלה

101. המגירה

102. הולכת

103. הציבור

104. הגדלה

105. המגירה

106. הולכת

107. הציבור

108. הגדלה

109. המגירה

110. הולכת

111. הציבור

112. הגדלה

113. המגירה

114. הולכת

115. הציבור

116. הגדלה

117. המגירה

118. הולכת

119. הציבור

120. הגדלה

121. המגירה

122. הולכת
עַר וְיֵעַ פּוֹן בָּמַסְמָכָהּ קַלָּפוּנַכָּה

(1)

(2)

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לעשות אם וייספו כלום אפרים שונים יאושפז

15 אשה היה פעם 20 שנה לבני 24 ושנה לבני 20 שנה לבני 16 שנה לבני 12 שנה לבני 10 שנה לבני 8 שנה לבני 6 שנה לבני 4 שנה לבני 3 שנה לבני 2 שנה לבני 1 שנה לבני 8

הנה הכתובת של המתנה, עשה מצא אותה חכם

 동시에 דִּיוֹנָה, כְּפֶלֶת מְעַלָּה, נָכוֹן מְעַלָּה, קְשֵׁר מְעַלָּה, שָׁלוֹם מְעַלָּה, מְאִישָׁה מְעַלָּה, נָכוֹן מְעַלָּה, קְשֵׁר מְעַלָּה, שָׁלוֹם מְעַלָּה, מְאִישָׁה מְעַלָּה

או שלם. אשה היה פעם 20 שנה לבני 24 ושנה לבני 20 שנה לבני 16 שנה לבני 12 שנה לבני 10 שנה לבני 8 שנה לבני 6 שנה לבני 4 שנה לבני 3 שנה לבני 2 שנה לבני 1 שנה לבני 8

הנה הכתובת של המתנה, עשה מצא אותה חכם

SetName 10, Calendar 1913
דע לبيض נא<Response cut off>
יונתן לוינשטיין - פאש - מנהל ותת-

ומירה פאש

תל אביב - יוני 1913

[ informação do texto não disponível ]
שעיו לפורים הקדושים
אשכנז

72 דורותפרט ברכה

אמרו Amalam:

[מורכזים טקסטים מרגילים]

[ конце הטקסט]