The Ladies' Garment Worker, Volume 3, Issue 5

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First published in April 1910, The Ladies’ Garment Worker was the official publication of the International Ladies’ Garment Workers’ Union (ILGWU) through 1918. The journal appeared monthly and included sections in English, Italian, and Yiddish. The Ladies’ Garment Worker was discontinued at the end of 1918 and replaced in January of 1919 by the new weekly journal of the ILGWU, Justice.

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Monthly Bulletin (being an account of important events for April.)


PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

by the

INTERNATIONAL LADIES' GARMENT WORKERS UNION

OFFICE: 32 Union Square, New York City.
OFFICIAL NOTICES

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.

Locals Reinstated

The following Locals, having settled their arrears for assessments, have been reinstated: Locals 1, 11, 34, 41, 50. Locals still suspended are 36 and 49.

Convention Delegates

The names of the elected delegates, or duplicate credentials must be forwarded to the General office without delay.

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

IF NOT? WHY NOT?

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

Named shoes are frequently made in Non-Union factories

DO NOT BUY ANY SHOE

no matter what its name, unless it bears a plain and readable impression of this UNION STAMP.

All shoes without the UNION STAMP are always Non-Union

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

BOOT AND SHOE WORKERS' UNION

246 Summer Street, Boston, Mass.

JOHN F. TOBIN, Pres.  CHAS. L. BAIN, Sec'y-Treas.
Some Net Gains of Union Activity

A WORD TO THE "GROUCHES"

By Ab. Rosenberg

There is a saying: "If you desire to know your standing in the world find out first of all what others think of you."

This saying was recalled to my mind when I contemplated the pessimistic frame of mind of some of our members, particularly those belonging to our cloak makers' locals of Greater New York.

There is a small number of cloak makers who constantly fret and whine about what they imagine to be the fruitless activity of the Union. The unwary are sometimes inclined to believe that their complaints possess a show of reality. The experienced, however, know that these are natural-born "grouches" to difficult melancholy moods.

According to their view and gloomy forebodings the Union has accomplished nothing in the trade in the last two years and to the future they see nothing but darkness and despair.

Others go even further and declare in a tone of apparent earnestness that since the General strike conditions have deteriorated. Here and there one may come across a local leader or an executive member, a paid officer or some other busybody who, owing to personal grudge, will give expression to a similar opinion.

If we should seek the origin of this localized disaffection we may be able to trace it to those cloak makers whom the strike really deprived of undue advantages and unfair powers over their fellows. These people are indeed justified in their complaints. For, prior to the strike, they formed in the shops a kind of an "aristocratic" class. It paid the employers to place them in a position of advantage. These "aristocrats" were enabled to do most of the work and always earned big pay, naturally at the expense of the other shop employees. In other words the employers used them as their tools for spying upon, disciplining the employees and keeping them under control. For these services they were marked out for special favors. The Union has, however, broken the backbone of this evil system and now special favors or privileges rarely obtain. Any work to be made up, is more or less equally distributed among all the employees. No more do these whilom "Aristocrats" receive "swelled" pay envelopes. Today, the majority of the employees get more wages, while the "Aristocrats" have been reduced to a general level. Hence their "Grouchy-ness" and mischief making.
Another class of malcontents are the former contractors, both pressers and finishers. Under the system obtaining in the shops prior to September, 1910, these contractors usually had some twenty or thirty pressers or finishers under their control and did not have to do any work themselves. Now, however, they get not more than $21.00 a week and the helpers also get $21.00 a week, while formerly, being under the contractors' control they received only about $16.00 to $18.00 per week.

A similar change has been effected in the work hours. The average work hours per week, prior to 1910, apart from overtime, were not less than 60. But thanks to the beneficent agencies of Unionism, the work hours during the last 2 years have been only 50 throughout the cloak factories in Greater New York. There may possibly be a number of restless cloak makers who, like the ancient children of Israel harking back to the fleshpots of Egypt, are longing for the good old time when a finisher could "Sweat" by night at home, after sweating by day in the shops. For these people, if such there be, the shorter workday is, maybe, a curse instead of a blessing. I happen to have met a number of these benighted individuals in the course of my long experience upon whose hands the Saturday and Sunday rest weighs heavily, who feel miserable in the contemplation of the "deplorable" fact that for nearly two days they simply have not a stitch of work to do.

But then, their wives and children feel more comfortable and their physical and moral health is less exposed to dangers when there is no need for them to sit up the greater part of the night fell ing linings.

I do not mean to say that we have already reached a stage of perfection in the shops. The type of individual above alluded to is not yet free from the temptation to violate union rules by snatching an extra hour's work here and there or work below the union scale of prices. But where can you find an institution or arrangement that has reached a stage of absolute perfection? In the world of physics and mechanics and in the science of locomotion which is being more and more perfected every year we are still far from absolute perfection. Yet no one will be so foolish as to say that because telephonic communication has not yet been made possible between America and Europe, therefore the use of the telephone should be discarded.

That some paid officers should be misled into sharing this pessimistic notion of the work of our Union is probably due to their surroundings. The atmosphere of complaints in which they find themselves, the frequent grievances of members against their employers or against each other to which they are compelled to listen daily, proves contagious for them. Failing to apply a process of reasoning or make due comparisons between the past and the present they fall a prey to the prompting of the malcontents who have their own ax to grind and thus fail to appreciate the extensive benefits that have been gained for the workers of the trade.

Those of our officers who have yielded to this kind of melancholy brooding over imaginary forlorn hopes are evidently too busy and too absorbed with matters pertaining to their own narrow sphere of action to familiarize themselves with passing events in the labor movement generally. Were they to follow the doings of the big labor organizations as recorded in their official journals and institute comparisons they would become convinced of the value of the work accomplished by our Union within recent times.
There is an extract from the "San Francisco Bulletin of February 27, bearing on the work of our Union:—

Toilers in Sweatshops Win Strikes for Air and Light

"Ordinarily strikes are called to enforce demands for shorter hours, higher wages or the recognition of a union. Yet there is a labor organization in New York that resorts to strikes in which neither hours, wages nor union recognition, play any part. The cloak makers' Union is making a determined effort to obtain better sanitary conditions for its working members. When its pleas for human treatment are scorned it calls a strike. In a year it has had twenty-eight unique conflicts and every one of them has been successful.

Sometimes the workers demand more light, sometimes they protest against being compelled to toil in a firetrap; more often they complain of cellar workrooms. Progressive employers lend them a helping hand. Through a joint sanitary board employers and employees assert the rights of the workers. This combination assures publicity, the argument of the strikers is backed up by successful employers, and invariably the offender yields and agrees to make the desired change.

Incidentally, collective action is proving itself more powerful than the mandate of the law. The law prescribed the sanitation of cloak factories, but the heartless employers were too busy to pay any attention to it, and nothing was done until the humane employers and the workers got together and planned strikes for more light and purer air."

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Fanaticism and Ill Will in the Labor Movement

By a Correspondent

Is the National Socialist Press a School for Scandal?

A good example of the cantankerous, nay scandalous, methods pursued by the National Socialist Press, is afforded by a news item published in the New York Call under the caption: "Gompers Host of Legion, Socialist." Below we reproduce the strange personal attack which was, as unbecoming as it was untrue.

We do not hold a brief for Samuel Gompers who is well able to take care of himself and deliver blow for blow. But to drag the name of Gompers through the mire of petty bickering and miserable mischief making, in order to push him into Gompers, is a proceeding of which even a "cursed" though respectable capitalist paper would not resort and sink so low.

To those who are in the habit of reading between the lines, the article in question will be a truer mirror, reflecting the ugly methods of a "raking and tearing" political propaganda and the fanatical intolerance displayed toward all those who do not see eye to eye with a certain section of socialist zealots. The idea that the leaders of the American Federation of Labor, not being hand in glove with the leaders of the various socialist sections of this country, would on this ground refrain from giving a hearty welcome to an influential leader of European trade unionism, who also happens to be a socialist, gives us a real glimpse into the mental processes of the socialist fanatic. Possibly these extreme partisans are jealous of the fact that the American Federation of Labor was first in the field to extend an official invitation to the noted German labor leader. They would no doubt have liked to monopolize his tour and make it believe that Legien is as exclusive a socialist as the managers of the National Socialist press. That is the explanation many people will find about the "queer" news item published in the Call.
But there is another side to this matter which places the leaders of the American Federation of Labor in a better light than the managers of the National Socialist Press. The fact that the American Federation of Labor extended an official invitation to Carl Legien, in the full knowledge that he was also active in the German Socialist movement, shows that its leaders are broad-minded and free from the narrow, partisan spirit characterizing some of the National Socialist leaders. To fair-minded people quite a different version suggests itself, as for example:

(Compare the following two versions)

**The Scandalous Version Published in the “Call” April 11, 1912**

GOMPERS HOST LEGIEN, SOCIALIST

The leaders of the American Federation of Labor have become entangled in a strange situation and are using clumsy and comical methods to extricate themselves. The fly in the spider's nest is no comparison to the present position of Samuel Gompers, who is to be the host of Karl Legien, the Socialist member of the German Reichstag, for the next few weeks.

At the present time, Gompers, Mitchell, Morrison, and the other labor leaders are getting ready to fling the labor movement "body, boots and breeches" into the Democratic party. Also at this time the Gompers crowd are using every means to belittle the efforts of Socialist Congressman Berger and to praise to the skies the political plays of so-called union-card men in Congress.

Now, then, at this time Karl Legien, who is the personification of the united Socialist and Labor movement of Germany, comes to visit our land. As Legien holds the highest office in the International Trade Union movement—being its international secretary—Gompers and the other American labor officials are compelled to pay their respects to this man.

Furthermore, Gompers, during his trip abroad, invited Legien to come to this country.

As is generally known, Legien will first tour this country under the auspices of the A. F. of L., and then afterward under the direction of the Socialist party. So Gompers is now foolishly planning to tour Legien and receive him in Washington as a "pure and simple" trade unionist. All mention of the fact that Legien has been a Socialist for the last twenty-eight years and a member of the Reichstag for half that time will be suppressed by the A. F. of L. people.

An example of this was noted in the current issue of the Washington Trade Unionist, a well-known labor paper, where Legien's picture was prominently displayed on the first page with this caption: "Karl Legien, President of the Federation of Labor Unions in Germany, Secretary of the International Secretariat of the Trade Unions in the World, and member of the German Reichstag."

Of course, no mention was made of the fact that he is a Socialist member of Reichstag!

Gompers has arranged for a mass meeting for Karl Legien in the national capital, and selected as chairman of the meet-

**A Fair Minded Version**

SAM'L GOMPERS, TRADE UNIONIST, AND CARL LEGION, SOCIALIST, FRATERNIZING TOGETHER

An Event of Great Importance to the Future of the American Labor Movement

The leaders of the American Federation of Labor are to be congratulated on setting an example of solidarity to the officers and leaders of its affiliated organizations. Although Gompers, Mitchell, Morrison and their colleagues have so far not been convinced that an alliance with the Socialist Party would at present conduces to any advantage or benefit to the Union movement, yet the fraternal spirit theoretically ruling in the councils of the workers of the world, has seized hold of them on this occasion. The visit of Carl Legien, who occupies the position in Germany that Samuel Gompers occupies in America, who is moreover a socialist member of the Reichstag and the executive official of the Secretariat of Trade Unions of the World, may be the forerunner of a better understanding between the two wings of the American labor movement.
ing none other than Representative Wilson, a Pennsylvania Democratic labor politician.

The story goes in Washington that Gompers will try to paint off to the general public that Legien is not a Socialist of the Berger or American type. In fact, the literature regarding Legien so far issued by the A. F. of L. makes one think that Legien is a German Gompers.

But the jibe is on Gompers. All the efforts of the A. F. of L. to hide the fact that Legien stands for the same kind of Socialism and unionism as advocated by Berger, Hayes and the other American Socialist unionists are bound to fail. Gompers reckons without the powerful Socialist press. Gompers forgets that the capitalist newspapers know or will know that Legien is an avowed Socialist, and is heartily opposed to the political tactics of the Gompers crowd.

He will find that if the American Federation of Labor wants to recognize the international labor movement it will have to stand for its cardinal principle— the organization of the toilers on both political and industrial fields. Entertaining Legien without permitting his ideas to spread in this country is the plan of Gompers—but it won't work.

Written in some such spirit of sympathy, this would surely have been a grand welcome and an inspiration to Carl Legien and might have produced much good, while the above acrimonious and bad-tempered version has left a stench in the nostrils of every fair minded Socialist and true trade unionist. We have no doubt that had Carl Legien lived in this country he would certainly range himself on the side of Gompers, Mitchel, Morris-son and the American Federation of Labor. This much is clear from his accepting their invitation, and from the opinion expressed by him immediately on landing that he recognized the A. F. of L. as the only labor movement in this country, and would advise the I. W. W. to join the A. F. of L., which he termed the parent labor movement of this country.

General Executive Board

PROCEEDINGS OF THE SEVENTH REGULAR MEETING

Held on March 30th, 31st and April 1st.


Absentee: M. Hertzbach.

Minutes of the Sixth regular meeting and of the Special G. E. B. meeting held on Feb. 3rd read and approved.

First Vice-President Greenberger desired to go on record as voting against the adoption of the minutes of the special meeting, because of the omission therefrom of that part relating to the proposed amendment of Article III, Section 3 of the Constitution.

COMMUNICATIONS AND REQUESTS

Upon motion agreed to grant the request of the Carpenters of Kalamazoo, Mich., Local 52, to render such financial assis-
Reading from left to right. Top row: I. S. Feit, H. Kleinman, M. Amdur, H. Dubinsky, B. Witashkin.
Bottom Row: S. Polakoff, Mary Martin, J. S. Greenberger, President A. Rosenberg, Gén. Sec'y-Treas. John A. Dyche
APPEALS AND CLAIMS

Bros. H. Heller and Morris Goldstein of the Ladies' Garment Cutters, Local 10, appealed from the action of the Local, imposing on them a fine of $5 and $25 respectively. Bro. Max Shajkowitz of the same Local appealed from the Local's refusal to reinstate his as a member. Vice-Presidents B. Witaschin and H. Kleinman were appointed to investigate these complaints, with power to render a decision.

Nicholas Nassari appealed from a fine imposed on him by the Cloak and Skirt Pressers' Union, Local 35. Upon motion the Local's action was sustained.

Morris Greenwood appealed from his expulsion from membership by the Cloak and Skirt Pressers' Union of Boston, Local 12. Upon motion agreed to reject the appeal on the ground that Greenwood had resorted to court proceedings and had obtained an injunction against the Local.

The appeal of Bros. Rosenbaum and Silverman of the Cloakmakers' Union of Baltimore from a fine of $5 was referred back to them with instructions that the Board will take up their complaint on their first paying the fines.

Bro. Morris Smolensky of the Ladies' Garment Cutters, Local 10, appealed from a fine of $10. Upon motion agreed to sustain the Local's action on the ground of the member's own admission that he deposited $3 with his employer, contrary to provision.

Vice-Presidents Greenberger and Kleinman were appointed as Committee to investigate and decide on the appeal of Bro. Gold, former secretary of Local 1, from the Local's action removing him from membership of the Local Executive.

A communication was read from the Ladies' Garment Cutters, Local 10, intimating that the Local decided to discuss the matter of forming a metropolitan section of ladies' garment cutters in New York City and that its members were perfectly satisfied with the present arrangements concerning the various branches of the cutting trade.

COMMITTEES FROM LOCALS

At the Sunday morning session Bros. Silver and Weissglass, with credentials from the Ladies' Waistmakers' Union, Local 25, appeared requesting the Board not to cut the Local off from representation at the next Convention owing to their incomplete payment of the Cleveland assessment. The Local was at present burdened with a number of shop strikes, entailing a drain on its treasury.

A committee with credentials from the Ladies' Tailors' and Dressmakers' Union, Local 38, consisting of Rosman Chientale; Greenstein, Klingerberg and Cacesi; appeared and submitted to the Board a statement of the position in regard to the dispute between the Local and the Merchants' Society of Ladies' Tailors. After the Board of Arbitration had rendered a decision in favor of the Local, the Society began to act in a hostile manner towards their members. The lock-out of their members by the firm of Stein and Blaine was an example in point. They, the committee, realized the fact that the General Office had arrived at an understanding with the Merchants' Society and had reached an agreement with the firm of Stein & Blaine who promised to reinstate the men on April 1st. They requested the G. E. B., in the event of the firm referred to failing to carry out their promise, to sanction a general strike and also if called upon by the Society to interfere in the dispute to refer all employers to Local 38.

After due consideration the Board agreed, upon motion, not to entertain the request of Local 38 to sanction a general strike. Upon further motion, a committee of three, consisting of Dyche, Greenberger and Polakoff, was appointed to put themselves into personal communication with the Executive Board of Local 38 and request them to invest the General Executive Board with full power to deal with the affairs of the Local for the time being. The committee to have the power to revoke the Local's charter should they deem it necessary. The Committee also to act in conjunction with President Rosenberg in the matter of conferring with the Merchants' Society of Ladies' Tailors on Wednesday, April 3rd.

A Committee with credentials from the Wrapper and Kimono Makers' Union, Local 41, consisting of Bros. Klein and Lebofsky, reminded the Board of its promised donation of $200 to their Local of which they had so far received only $75.00. They requested the Board to advance the balance ($125). This would enable the Local to pay the Cleveland Assessment which otherwise they were not in a position to pay and enable them to send delegates to the next convention. The committee further informed the Board that their trade was busy at present, but that piece-
work prices vary and that only by a general strike could they succeed in equalizing them and therefore requested the Board to sanction a general strike in their trade.

COMMITTEE REPORTS

President Rosenberg reported having investigated the request of the Raincoatmakers' Union, Local 20, for a special organizer. He found that the Joint Board of the Cloakmakers' Union with which the Local was affiliated, looked after the organizing part of the Local's business and there was therefore no need for any special organizer.

As to the appeal of Bro. Weidder of the Buttonholemakers' Union, Local 64, from the action of the Local in taking his name off the ballot as candidate for secretary and business agent, he and the General Secretary-Treasurer, having found after thorough investigation that the complaint was justified, they ordered a new election. Bro. Weidder, however, did not press this course of action, contenting himself with the G. E. Board's expression of opinion.

Regarding the claim of A. Bloch for two months' salary from Local 10, Vice-President Greenberger reported that he and General Secretary-Treasurer had taken legal advice and council's opinion was that the claim was not valid, because the office of business agent which Bloch held in the Local was created by the enactment of by-laws to their constitution and that such by-laws can be changed by the members at any time.

Vice-President Polakoff reported that at the last Quarterly meeting he had been appointed to see the Independent Ladies' Tailors' Union of Chicago with reference to their proposed joining the International Union. Circumstances, however, compelled him to return to New York before he could accomplish his mission. Upon motion agreed to instruct Vice-President Feit to visit Chicago and address a meeting of this Union as soon as convenient, with a view to securing its affiliation with our International Union.

Vice-President Polakoff also reported that the Committee appointed to investigate the claim of the Bohemian Branch against some of its officers was making good progress.

General Secretary-Treasurer reported that having been appointed to consider Organizer Elstein's plan relating to the Official Journal, submitted to the Chicago meeting, he recommended that the plan be not adopted. The Board concurred.

Upon motion the various Committee reports were adopted.

REPORTS FROM ORGANIZERS

President Rosenberg's Report
To the Members of the Gen. Ex. Board—Greeting

Regarding the situation at St. Louis I have to report that at the end of the fall season the employers closed their shops, pretending that the activity of the Union forced them out of business. Many of the members believed their statements and discontinued their membership in the Unions. Others went so far in their credulity as to propose that the Union should give up its business agent. As this would mean wiping out Unionism among the Ladies' Garment Workers at St. Louis, for at least 5 years to come, I decided to appoint Brother Glickman as International Organizer for that city, for a period of 8 weeks, at a salary of $20 a week. Generally speaking, the locals of St. Louis are in a crisis and in order to lessen expenditures they decided to concentrate their forces and amalgamate into one local.

Local 93, Alteration Tailors of St. Louis, had disbanded and divided the Local treasury among themselves. I therefore instructed Brother Glickman to take legal proceedings against the guilty members.

I also have to report that Organizer Katzman, who worked in Chicago and vicinity and made some headway, had recently sent in his resignation.

I have since visited Toronto, Canada, where a strike is in progress at the T. Eaton Company. Realizing the situation, I deemed it necessary to instruct Miss Josephine Casey to proceed to Toronto and take charge of the strike.

I have also visited New Haven and Baltimore. The Cloakmakers' Union, Local 4, of Baltimore, is in good shape financially. Its weakness lies in calling too many strikes and in the laxity of discipline which permits the men in the shops to go on strike without consulting the Union. Owing to similar lack of discipline the Ladies' Tailors, Local Union 34, is in very poor condition.

During the early part of January, reports of a general strike of Cloakmakers at Boston circulated in the newspapers. I immediately proceeded there and found that the Pressers, Local Union 12, had called a strike in all the Boston Cloak shops and had thereby caused a lock-out of the operators and tailors. After
THE LADIES’ GARMENT WORKER

interviewing a few employers, I found that they would not antagonize the Union, providing the International Union would undertake to be responsible for the conduct of the Boston members. The rank and file had little enthusiasm about the strike. After due reflection, I decided to call off the strike, because it was illegally declared. The manufacturers took advantage of the situation and refused to reinstate a number of their former employees. The trouble could be adjusted if the Boston locals would consent to give the general office a free hand in this matter.

On several occasions I have directed Brothers Berkowitz of Cleveland and Meyer Rosenberg of Toledo to proceed to Cincinnati and adjust the slight difficulties with the manufacturers. They have succeeded in settling matters satisfactorily to all parties concerned.

Brother Elstein visited Albany, Troy, Syracuse and New Haven. In New Haven he succeeded in preventing a strike in one of the largest department stores in the town. The remainder of his time he devoted to the interests of the New York locals not affiliated with the Joint Board.

Upon motion President Rosenberg's Report was adopted.

THE SITUATION AT KALAMAZOO

General Secretary-Treasurer’s Report

General Secretary-Treasurer reported that in accordance with the decisions of the Chicago Meeting of the General Executive Board he visited St. Louis. He found, however, that owing to dullness of trade nothing could be done. The manufacturers are of that caliber that they will not deal with the union except by exercise of force. The present trade conditions, however, rendered such a course of action or any negotiations with the employers useless.

At one shop where the people were locked out the employer agreed to arbitrate the differences, providing the Manufacturers’ Association, of which he was a member, would agree to the proposition. The next day when we called to see him, he denied ever having made such a statement.

During the month of February, he received several communications from the Corset Workers of Kalamazoo, intimating that the agreement between Local No. 82 with the Kalamazoo Corset Company would expire on the 28th of February and that the Local wished to renew the contract and obtain certain improvements in their labor conditions. They requested the assistance of the General Executive Board. President Rosenberg assigned Miss Casey for this work, but owing to the lockout in Toronto she was compelled to go there on the 27th of February. He therefore himself proceeded to Kalamazoo on the 26th of February, but having found the situation to be rather serious he immediately wired to Miss Casey to proceed to Kalamazoo.

The contract Committee of Local No. 82 together with Miss Casey and himself, presented the demands to Mr. Hatfield, President of the Kalamazoo Corset Company. Mr. Hatfield declined to discuss the demands there and then but promised to reply as soon as possible. The same evening the firm summoned twelve members of the Union, including the Executive members as well as the contract committee and informed them that their services were no longer required. The following day himself, Miss Casey, as well as the committee called upon the President of the firm again. Mr. Hatfield plainly stated that he could not make any concessions to the work people and would agree to no committees bothering him about prices or other conditions of labor. He must be entirely left alone by the Union to conduct his business as he pleased. The firm was already paying the highest wages and could under no circumstances pay more. As to the discharged twelve members he might reinstate them providing the Manufacturers’ Association, of which he was a member, would agree to the proposition. The next day when people; $2,000 had been donated to the locked work members of Eaton’s Shop at Toronto; $1,500 had so far been donated to the Kalamazoo strike, and $600 has been donated to Local No. 25, N. Y. Waistmakers. Upon motion the report of the General Secretary-Treasurer was adopted.

Vice President Feit’s Report

Vice-President Feit reported that, having
been assigned at the Chicago Meeting of the General Executive Board to the Middle Western States, he first of all visited Toledo and found the Cloakmakers’ Union, Local No. 87, in good shape. Local No. 96, Ladies’ Garment Workers, had, however, disbanded, because the manufacturers discharged its officers. While there he called on the employers who stated that they were willing to maintain union conditions, but declined to sign an agreement with the Union. They contended that from past experience they knew that the members of the Union would not abide by any contract with the firms. In his opinion a woman organizer was needed in Toledo for the girls.

He also visited Detroit, Mich., Buffalo, N. Y., Cincinnati, O., and Pittsburgh, Pa. In Detroit the members of the union are confined to only one cloak shop and a few are working in alteration stores. In Buffalo, Ladies’ Garment Workers, Local 90, have 45 members. The Garment Workers of that city are of various nationalities and need an organizer to remain with them for several weeks, especially a woman organizer and a Hungarian speaker. The Ladies’ Tailors of Pittsburgh, Local 99, consist mostly of alteration hands and are in need of a woman organizer. In view of the fact that so many calls have been made upon him from the various cities comprising his territory, he had spent very little time in Cleveland. In that city the Manufacturers’ Association through their agents and spies are persecuting the Cloakmakers and threatening to discharge them the moment they attend a union meeting. As a result the local meetings are poorly attended. The Hungarian Cloakmakers, Local No. 104, is in good shape, not so however the Bohemian Cloak and Skirt Pressers, Local No. 103. The finishers, Local No. 29, have a good union, but the attendance of the cutters is very poor. The trade in general is very dull, there was practically no spring season.

Brother Feit had also spent several weeks in Toronto, assisting the locked out people of the T. Eaton Co. He found the locals there in good shape with the exception of the cutters who do not feel inclined to join the union in spite of the fact that their wages are very low. In some houses the cutters are receiving as low a wage as $12.00 a week. He also visited Montreal, where the T. Eaton Co. have a branch. The local there is in good shape. The Joint Board of Toronto have spent $10,000 on the strike. The International Union had already donated $3,000 and some money has been received from outside sources, but most of the money came from the 15 per cent tax levied on the workers in other shops. Last week he visited Cincinnati and settled a strike in a shop where the pressers claimed discrimination against them. He found that our people in many instances, especially in the smaller locals, were making unreasonable demands upon the employers and calling unnecessary strikes. At Detroit a strike has been called because the people objected to the employer taking on new hands. Some houses in Cincinnati moved to New York because the demands of the people were unreasonable. Vice-President Feit urged the absolute necessity of amending the constitution so as to prevent strikes from being called without the sanction of the General Executive Board.

Vice-President Dubinsky’s Report

Vice-President Dubinsky reported that soon after the Chicago Meeting of the Board he passed through Toronto and assisted the people on strike, at a firm where a designer distinguished himself by his hostile attitude toward union work people and union conditions. Returning to Boston he found the cloak and skirt makers’ Local 73 in a strike which originated on the part of the cloak pressers, but finally involved all other branches of the trade. The locals were now reviving and with the revival of trade, normal conditions in the organization will be restored. The Waistmakers’, Local No. 49, is in poor shape, because of the unsuitable element in the Organization. The Ladies’ Tailors, Local 24, has revived and is now in good shape. The local claims that the International Union ought to provide them with a business agent. The Ladies’ Garment Cutters, Local 73, is in poor shape, but judging from indications, it will before very long regain its former position. He succeeded in organizing the shirt waist cutters, but Local No. 73 claimed jurisdiction over them. They, however, refused to join Local No. 23, for they have nothing in common with them. Hence, the shirt waist cutters are not organized. He would like to see the charter of Local No. 73, Ladies’ Garment Cutters, changed to Cloak and Suit Cutters. The White Goods Workers, of Worcester disbanded after a strike, but the Cloakmakers are in good condition. The Ladies Tailors of Providence, Local No. 100, were organized during the Cleveland strike. After negotiat-
with several magazines to popularize the Protocol and advocate its extension. As to other members of the Committee Miss Krial was now working in West Virginia and Miss Newman and Miss McGinty in Michigan. Miss Barnum also read several letters from storekeepers which showed that although they were dealing hitherto exclusively with Cleveland Manufacturers they have now dropped them and were purchasing their goods from New York and elsewhere.

Upon motion it was decided that in future organizers shall send in their reports, giving a summary of their work, not later than the 10th of each month.

The Board voted to reconsider the decision of the Chicago Meeting to suspend all locals which had failed to pay their assessments by February 15th, and upon motion it was agreed that the following locals be suspended and that no per capita stamps be issued to them until their arrears are paid:—Locals 1, 11, 34, 36, 41, 49 and 50.

The present organizers were then reappointed for a term to expire at the next meeting of the General Executive Board and the vacancy created by the resignation of Organizer Katzman of Chicago was left to the discretion of the President and General Secretary-Treasurer.

Upon motion agreed to have the accounts of the International Union for the past two years audited by a public accountant and then the meeting adjourned sine die.

The "Thread" Question

By H. Babcock

The Corset girl,
She is no shirk.
On Monday morning
Goes to work.
She buys her weeks' supply of thread,
And then goes home
At night,—most dead.
Such a cold
She can hardly speak;
Unable to work
More that week.
When pay day comes,
She gets no pay.
Cause she didn't earn enough
For her thread that day.

Dinner and supper
And car fare too.
Wouldn't that make
'Most any one blue?

Now, what do you think
Of such a Freak?
She must come back
Again next week!
And pay for the thread
She used that day.
In making the Corsets
Without any pay.

Now, if you Sir "Hat"
See justice in that
Then pity your sense
For it must be flat.
Advices from Toronto are encouraging. The General Secretary and other officers of the International Union recently returning from that city bring tidings of a break in the obstinate attitude of the firm of T. Eaton Co.

Negotiations emanating from members of the firm last week showed that they are feeling the effect of the Dominion-wide loss of the patronage of trade unionists and their friends.

The firm was ready to abandon the process of lining cloaks by machine which was the immediate issue at the beginning of the strike and also agreed to reinstate even the workers of department J-4 who led the strike at the beginning.

The only thing which prevented the completion of negotiations on these terms was the company's reluctance to give the strikers the glory which would result from such a victory.

However, as the strikers and their backers, the Trades and Labor Congress of Canada are hammering away with force, it now seems only a question of time when the firm will realize that it must choose the lesser of two evils and swallow the pill of compromise.

The strike at the Kalamazoo Corset Company presents an inspiring example of the triumph of the spirit of solidarity over all the powers of money, group force, hostile press, and the unconstitutional "injunction." Of the entire number of strikers only three or four have returned to the factory, and this remarkable record, in spite of the fact that picketing is prohibited by injunction. Our Organizer Miss Casey is to be congratulated on her part in this accomplishment.

Already one most valuable result has developed from the strike—the arous-
ing of the public to the shocking moral conditions in the Hatfield factory. The public is slow to believe that citizens of high social standing in the community are reaping profits from a plant where innocent girls are daily subjected to gross insults and overwhelming temptations, and to the contagion of the most loathsome, unspeakable diseases. Foul odors and the sight of ugly sores are part of their portion as they sit and sew corsets, which are handed from department to department. In the dressing room the little hands of girl workers must use basins and towels polluted by sin-soaked prostitutes, male and female, and coarse jokes and foul insinuations are current in every quarter of the institution where profits are being ground out for pillars of society.

The public now aroused is insisting upon a full investigation of these scandalous conditions and before long consumers will be advised on good authority that in purchasing the products of the Kalamazoo Corset Co. they are running risks of the most contagious diseases.

As we go to press the leaders of the strike are giving orders to resume picketing the Corset Factory. The so-called "temporary injunction" has now been in effect for six weeks and amounts to an unconstitutional curtailment of the workers' rights to free speech and the freedom of public streets. At the same time able members of the Union are visiting unions in Kalamazoo and other cities, insisting moral and financial support, so that prospects are brighter now than at any time since the strike opened.

At last New York State Forty-Hour Bill has a fifty-four hour law, for women and child workers. And nothing more important in industrial history has been accomplished this year than the passing of that bill. Directly four hundred thousand working women and children have each been granted six hours of release from the nerve wrecking strain of the modern factory. Indirectly hundreds of thousands of other working women in this and other states have been benefitted by a precedent in the limiting of hours of labor in the Empire State.

The International Ladies' Garment Workers' Union is justly proud of its important share in the passage of the law and proud also of the fact that the officers of our union induced the officers of the New York Cloak & Suit Manufacturers' Association to lend their influence to induce Gov. Dix to sign the bill.

There are decided flaws in the law as it stands. Not only does it exempt all except factory women and children from the fifty-four hour ruling; but also it leaves the women and children in the canneries to be exploited to any extent that greed may dictate. Moreover when at the ninth hour Gov. Dix reluctantly signed the bill after a delegation of representative trade unionists had added a threat to persuade him, he flattered the hopes of unscrupulous manufacturers who had fought the measure by issuing a bulletin containing clauses which conveyed a promise that other industries might be exempted by amendments in the future. Fortunately, however, there is every reason to believe that future legislation will speedily extend the fifty-four hour law and will then proceed to establish the eight-hour day.

The only reasonable ground for objection to the passage of the Jackson bill, is that it is sex legislation, and may lead to complications in industries where both men and women are employed. Some may hold for this reason that it is undemocratic; and there is some truth
in the claim. Still, as long as the State
withholds the ballot from woman and
thus deprives her of the power to protect
herself she must look to the men legis­
latures as her "natural protector" to see
that she is not utterly destroyed physi­
cally and morally in the handicapped race
in the industrial field. Therefore let us
celebrate with enthusiasm an event in
the industrial history of our State which
indicates a marked advance in civiliza­
tion.

Lessons from the
Titanic Disaster

The tragedy of the
month, the sinking of
the Titanic, is typical
of the constant trage­
dies which occur in our industrial life.

The ship of State like the good ship
Titanic sails out to sea with proud
boasts. Wealth and beauty flaunt them­
selves on the upper deck. Every com­
fort and luxury are secured to passen­
gers of the first class. Sounds of revel­
ry above drowns the cry of the sick
baby in the steerage. Feasts, cards and
gallantries occupy the minds of those in
the upper saloons, while stokers far be­
low in the stifling under-world toil and
sweat day and night to keep up steam
to sail they know not where. Boats of
record-making speed are made. No
money is spared in the provision of
swimming pools, billiard and ball rooms.
It is only in the provision for life boats
that economy is practised.

Even when officers are warned of im­
iminent danger they forge ahead under
order of big business. Even when the
alarm is given, revelry and gambling
games continue. "This ship is unsink­
able," they tell each other. Meanwhile
the ship is sinking.

At the last hour, when it is too late
for this life, men awake from their or­
gies of self-indulgence and realizing
their manhood obligations give way to
women and children and resign them­selves to die like men. Alas, that they
had not awakened earlier, to live like
men, playing their fall parts in directing
the ship of State.

Report of Cleveland Agitation Committee

Early in March the National Cloak Mfg.
Asso. paid your agitation committee the com­
pliment of an indirect admission that our
work was not pleasing to the Cleveland manu­
facters. This admission took the form of
an underhanded effort to get your committee
recalled from the road, through a petition
circulated in the factories purporting to come
from the employees, and calling upon the
International officers to break the so-called
boycott against Cleveland firms.

The erudite and high-falutin wording of this
slanderous petition could flow from but one
possible source—The Manufacturers' Associa­
tion; and the hearty laughter of the labour
leaders who were asked to believe that it
was composed by a group of Russian Tailors
was echoed by representatives of the Cleve­
land Press, who were urged to give it publi­
licity. Needless to say that the press refused
to publish the false petition. Its only result
therefore was a certainty that the Cleveland
firms objected to the enlightenment of the
Ohio public on the subject of their tyrannous
attitude toward their employees and the
shocking conditions in their factories. The
petition got many of the workers' signatures;
but one or two instances will show the meth­
ods resorted to in order to secure them.
For example, in one factory when the fore­
men circulated the petition among Russi­
ans who could not read English, they asked,
"What is this?" and the reply was, "Oh, it is
to get more work for the cutters." In an­
other factory a very intelligent tailor, after
reading the first two slanderous paragraphs,
refused to sign; and although his brother
workers warned him that he would surely
lose his job, if he refused, he remained firm.
This man had been imported with his entire
family from New York two years before, by
the "Sunshine" Firm, because of his skill and
faithful qualities. Although he was a member of the union, he had never taken a prominent part in its activities. During the strike he had not even served on picket duty. When he refused to sign the petition he made no speech or disturbance, simply passed on the document without his signature. Yet the following day in his pay envelope he found a slip which read, "Your services are no longer required." Without even a day's notice he and his family were deprived of the means of living, notwithstanding the fact that the Cleveland firm had induced him to break up his New York home, by an assurance of steady employment and high wages. As a sample of the kind of "freedom" extended to American citizens in Cleveland factories, this is illuminating!

After this petition incident, your committee was reinforced by the addition to their number, of Miss Pauline Newman, who proceeded with Miss McGinity to open a campaign in Michigan, commencing with very successful work in Detroit. In that City, besides the cordial co-operation of the American Federation of Labor, important committees were formed in the Detroit Ladies' Review Club. The Clergy also entered with enthusiasm into the work for arbitration, especially the Pastor of the Unitarian Church.

The Michigan Committee next moved on to Kalamazoo, Grand Rapids, Lansing and Flint where their work was on the same lines, and equally successful. In Lansing every merchant in town promptly signed a petition and in each city resolutions were passed by Central Federated Unions calling upon local unions to form committees to induce merchants to purchase only Protocol cloaks and suits. Moreover, other Associations, such as church societies, are passing resolutions of which the following from the Federation of Lansing's Women's Clubs is a sample:

"Resolved, That we are in favor of settling labor difficulties by means of arbitration, and in favor of the extension of the New York Protocol to the city of Cleveland, where trouble between the Ladies' Garment Workers and their employers now exists.

"Resolved that we ask the local merchants to sign the petition to the Cleveland employers, and urge them to arbitrate.

(Signed)

CARPENTER, Rec. Secretary.
W. ROBSON, Vice-President.

The Michigan Press, like that of Ohio is giving generous support to the movement.

In the Ohio campaign, Misses Krail and Barnum separated about March 7th, taking two routes, Miss Krial that of Eastern Ohio and Pennsylvania, and Miss Barnum first cooperating with Misses Newman and McGinity in the Michigan campaign and next covering Elyria and Oberlin, where she enlisted the co-operation of a Vice-President of the State Federation of Women's Clubs, a secretary of the National Order of Lady Macabees, and the Professor of Economics of Oberlin College, besides organizing the usual committees.

From Oberlin Miss Barnum went to Toronto, Canada, where, during a strike of their Cloak and Suit Workers the T. Eaton Company was endeavoring to sell Cleveland garments through their department stores and mail-order agencies in the Dominion of Canada. As the T. Eaton Co. is the most important merchant Prince in the Dominion, the Cleveland firms doubtless counted on a large market in Canada. Here again their policy of refusing to arbitrate was to bring them to grief. For the Eaton Company, which pursues the same autocratic policy is on the "unfair list" and rapidly losing trade because of a dominion-wide campaign in Canada similar to the Ohio and Michigan campaigns. This is resulting in the transference of the patronage of consumers to firms which deal fairly with union labor. The Canadian campaign is vigorously carried on by the Toronto Trades and Labor Council, the Canadian Trades and Labor Congress, the Labor Press and Daily Press of a hundred towns and cities, the Ladies' Auxiliaries of Trades Unions, the Women's Clubs, Clergy and University Associations. Mr. Godfrey Lloyd, Professor of Political Economy of Toronto University is Chairman of a committee (of which the President of the Toronto University is a member) with the plan of enlisting the services of Miss Jane Addams and Mr. Louis Brandeis to assist in promoting the Protocol plan in Canadian industries.

Miss Krial's work in Wheeling, W. Va., Martins Ferry, Bellaire, St. Clairsville, and neighboring towns was successfully continued, as may be seen from the following extracts from a letter which is typical of what merchants are doing at her solicitation.

"...Naturally we prefer to distribute to our customers, our friends, kinship and family, cleanly garments free from germ contamination. ...Were you to visit Wheeling, we would point with pride to the conditions of greater Wheeling's industrial
shops. * * * Why cannot similar conditions prevail in your great city?

"We favor a just compensation for the operators, a wage representing a fair proportion of the manufacturers' earnings; we favor arbitration; a courteous treatment of every employee; a discontinuance of harsh and abusive language to female employees, and we feel that the adoption of the New York Garment Manufacturers' and Operators' Protocol would be of great benefit to you and all concerned.

Commercially yours,
(Signed) GEO E. STIFEL COMPANY,
Geo. E. Stifel, President.

A similar letter was signed by the Geo. R. Taylor Co. of Wheeling, W. Va., and others.

A Miners' Convention, meeting in Wheeling on the 15th of March, representing 27,000 members, passed resolutions to vigorously push on the good work through their local unions. And in each city visited by Miss Krial, the Merchants have united in petitioning the Cleveland firms to arbitrate. The petitions are being continually forwarded to the Secretary of the National Manufacturers' Association.

In Steubenville, the Secretary of the Associated Charities, heartily endorsed Miss Krial's campaign and introduced her to the Secretary of the Chamber of Commerce, who agreed to call a meeting of all merchants and urge them to buy only "union made garments."

While in Steubenville Miss Krial also assisted in the organization of a permanent Label League and the club women and clergy were supporters, as elsewhere.

After a short Easter vacation Miss Krial will proceed to Zanesville, Newark, Columbus, etc. Misses Newman and McGinty will continue in Michigan towns and cities, while Miss Barnum organizes fresh State committees and attends to the "publicity" beginning with articles on "Extending the Protocol" which will shortly appear in the New York Independent, "The World," "To-day" and other national popular magazines.

Respectfully submitted,
GERTRUDE BARNUM, Chairman,
Public Agitation Committee.

Monthly Bulletin of Stirring Events

New York

The Board of Directors recently appointed by the Joint Board of the New York Cloak and Skirt Makers' Unions' has in the course of its brief existence already attacked a number of vital problems that have been for a long time pressing for solution. The Board meets frequently and good progress has been reported. The historic protocol of peace which has been operative since September, 1910, was admittedly an instrument of an experimental kind and did not pretend to cover the whole ground, or satisfy both sides in every respect. It is the aim of the Board in co-operation with the employers' Association to supplement and fill in many details designed to meet unforeseen occurrences, remove friction between employer and employees and adjust unavoidable differences and difficulties. In the course of last month an understanding has been arrived at on the subject of out-of-town shops which had not been specifically provided for in the Protocol. This runs as follows:

"It is understood that both parties to the protocol assume in reference to out-of-town shops all obligations imposed upon them by the terms of the protocol, whether expressed or implied, as if the subject of out-of-town shops had been specifically mentioned in the protocol."
decided in favor of the Unions, and 209 against them; 79 were still unsettled, and the disposition of 44 is left uncertain. In 1,105 cases the disagreements were settled by the deputy clerks without even coming before the Board of Grievances, and only 5 were referred to the Board of Arbitration. Three hundred and twenty-five of the grievances were connected with the wage scale, 239 were caused by alleged discrimination in the distribution of work and 216 were complaints of discharge without cause. Only 40 dealt with hours of labor and overtime.

Information relating to a more recent period gives the number of cases settled within less than 4 weeks as 218. 200 complaints had been filed, by the Union against Association employers and 18 by the Association against the Union. A strong feature of these courts is the comparison of the work and life of the employers, 127 were compromised or dropped and 11 withdrawn.

A Statistical Department

Steps have been taken by the Joint Board of New York to establish a statistical department. Heretofore the only figures on record were those relating to the membership and financial transactions, while the relations of the members to their employers, their earnings, their periods of busy and slack were neglected. The system of piece work is applicable to a large number of employees, but owing to the almost bewildering variety of styles and workmanship the prices vary in each shop. It is proposed by the new department to ascertain the average earnings of the piece workers and to have within easy reach statistical information upon many problems vitally affecting the work and life of the members. This will no doubt render material help in the effort to solve them.

Among the many activities of the Joint Board of New York the educational one is by no means the least important. The Board now issues journals in three languages, Yiddish, Italian and Russian. Two of the first mentioned are weekly, while the Russian is a monthly.

Convention Call Stirs Locals

Early in April the call to our next convention to be held in Toronto, Canada, on June 24th, issued from the general office, has taken the locals of the narrow groove of exclusivity local matters and has directed their attention to the needs of the organization as a whole. The call refers to the great victory of 1910 occurring after the last convention and continues:

"As a result of this strike our International Union from a small insignificant organization has come to occupy the front rank of the American Labor movement and is now fifth in membership of the International Unions affiliated with the American Federation of Labor. The "Peace Protocol," while not granting every one of the demands we were struggling for, has on the other hand given our organization a stability which enables us to work peacefully for the solution of the many complicated and grave problems which the complete organizing of the Cloak and Skirt trade has brought to the surface. Many of the most vital problems the locals themselves are unable to deal with and these must be left to the coming convention to solve.

"It behooves you, therefore, to send your ablest, most experienced and tried members. Let favoritism not guide you in your selection. Above all, let not the motives of false economy deter you from sending your full quota of delegates. Remember that the strength of an Organization does not depend so much upon the size of its treasury as upon the wisdom of its laws and the efficiency of its administration."

The locals have been stirred by this appeal into unusual activity and special meetings for the discussion of various problems and nomination of delegates have been arranged.

A UNION LABEL FOR CLOAKS & SUITS

President Samuel Gompers at a Meeting of the Joint Board

Some 15 months ago the idea of a Union sanitary label for Cloaks and Suits was first mooted at a banquet of Cloak Manufacturers and buyers by Julius Henry Cohen, the attorney of the Cloak Manufacturers' Protective Association. The idea did not, however, immediately germinate because the various officers had their hands full of work connected with inner organization.

Recently the idea of such a label has been revived and the Board of Directors has taken the matter up. But as it would to some extent involve a departure from the usual custom, inasmuch as this label would not be under the sole control of the International Union, it has been thought advisable to consult higher authorities and President Samuel Gompers has been invited to attend a meeting of the Joint Board.

The idea, to be precise, is that this label should be issued by the Joint Board of Sanitary Control to be attached to garments made in shops observing both the union and sanitary conditions prescribed by the protocol. The International Union would then be only
indirectly connected with this label. The label would be in use only where protocol conditions obtain and applicable so far only to cloaks and suits. It is the very novelty of the idea that has caused a prolonged discussion.

President Gompers who was present at the Joint Board meeting on Sunday, April 21, was favorably impressed with the idea and its supporters hope it will soon come to fruition.

**Cloak and Suit Tailors, Local 9**

In our February issue we published the annual financial statement of this, the biggest local of our International Union, and the assets in cash, bonds and other items were given as close upon $52,000. A. Guyer, the Secretary, has been directing attention to the fact that, within the three months ending March, a surplus of some $18,000 has been realized, bringing up the capital in the treasury to nearly $70,000.

From this we may easily infer that the members' adherence and loyalty to the Union is unshaken. No less than 212,000 due stamps have been disposed of in this short time, most of the members having paid up their arrears. Both the officers and members are to be congratulated on this good work.

One of the means adopted by the local Executive to keep in close touch with the members which comprise a large number of women workers, is the arrangement of popular concerts for the members and families. In this way unionism is made to penetrate into the very homes of the workers. These concerts are naturally a great success. The example is worth following by other locals where practical.

**Ladies' Garment Cutters, Local 10**

At a regular meeting of the Local held April 15th, the following members were elected as delegates to the Convention of the International Union which will be held in Toronto, Canada, beginning June 3rd:—Jesse Cohen, J. Epstein, Sam Martin, John S. Ryan, John Pierce and Ch. Beaver.

**Skirt Makers' Union, Local 28.**

Election of delegates to the Toronto Convention took place at a special meeting held April 24th. The following were elected: John A. Dyche, H. Kleinman, J. Abramasky, J. Wishniak, Max Albert, H. Wander, J. Kaplan, Max Brodfeld, F. Comunali and M. Perelstein.

**Ladies' Tailors, Local 38**

Towards the end of March, when our April issue was already on the press, a rumor of an impending strike of Ladies' Tailors and a breach between the Union and the employers' Society was widely circulated. That there was cause for the rumor cannot be denied. Owing to great dissatisfaction a section of exorable members were clamoring for a general strike. These people believe the strike to be a panacea for all ills and fail to realize that after an avoidable strike troubles and difficulties tend to become aggravated.

But with the growth and progress of our Union a grave sense of responsibility has been making itself felt more and more. After the investigation International officers found that although there was friction and wide dissatisfaction, and one firm went so far as to change their employees, yet the occasion did not call for a pitched battle, but for an amicable adjustment and surely, this was not impossible. As neither side was wishful of ending the peaceful relations, or characterized by stubbornness, the dispute was finally adjusted and a strike averted. This should give to the extremists of Local 38 a lesson not to jump to hasty conclusions on insufficient grounds.

Meanwhile the Board of Arbitration consisting of Louis D. Brandeis, chairman, Morris Hikquit, representing the Union and Hamilton Holt representing the Merchants' Society of Ladies' Tailors, handed down a decision on certain points referred to them by the attorneys for both parties. Thus, the brief filed by Mr. Julins Henry Cohen charged that the Union refused to permit an individual employee to work overtime, and it refused to cooperate with the employers in keeping joint records of the time and quality of the work, that an employer was not allowed to discharge an employe during the week, that the Union failed to discipline members found guilty of violating the protocol, that the representative of the Union on the Board of Grievances was unfair and that the Union was partial toward manufacturers who were not members of the Society.

Meyer London, for Local 38, on the other hand, filed counter charges against the employers, setting forth wholesale violations of the provisions of the protocol by members of the Society, unfitness of the Society's representative on the Board of Grievances and lastly, that union members were discharged.
for insisting upon employers' compliance with the provisions of the protocol.

The board was further appealed to by the Merchants' Society to construe its decision on the question of the rate of pay for overtime as taking effect on the date of the decision and not on the date when the protocol became effective. The following extracts from this decision are of great interest:

"The board is compelled to deny the request of the employer for such construction of the former decision. The treaty of peace provides in specific terms that the decision of the Board of Arbitration on the questions submitted to it by the terms of the treaty should take effect as of the date of this agreement. This provision is so plain and unambiguous that it does not require interpretation and the board has neither power nor desire to change one of the organic provisions of the instrument by which it was created. The board, therefore, directs that the payment of overtime be adjusted on the basis of one and three-fifths of the regular rates from Sept. 19, 1919, the date of the signing of the Treaty of Peace."

With regard to the charges referred to above the decision was as follows:

"To make the instrument a Peace Treaty in actual operation as well as in name, at least for the period and purposes covered by it, it is essential that each side to it endeavor at all times to carry out the spirit of the agreement rather than to seek small partisan advantage in its operation. One of the most important instruments created by the Peace Treaty is the Board of Grievances. We do not overstate the fact in saying that the successful or unsuccessful working of the Treaty depends largely upon the proper functions of the Board of Grievances. While we do not feel called upon to place the blame for the unsatisfactory working of the Board of Grievances upon the representatives of either side to it, it is perfectly clear to us that such workings have been unsatisfactory. The present members of the Grievance Board have developed a certain spirit of antagonism toward each other which is by no means conducive to a proper and successful performance of their duties. We therefore recommend that the Grievance Board be entirely reorganized and that both parties proceed at once to the election of new representatives, preferably to be men who have not served on the board before. We also wish to emphasize a duty of both parties to the Peace Treaty to enforce its provisions among their respective members, to discipline infractions of such provisions by the members and promptly inform the other side of such action. In connection with this we also wish to call the attention of both parties to the fact that the advantages of collective bargaining can be best secured by the strengthening of both organizations and that it is not fair to the association nor to employers not affiliated with the association."

"As to the question of the joint time and quality records no testimony has been submitted to the board sufficient to enable its members to pass upon the concrete question with sufficient definiteness and precision. As a rule in most industries joint records to determine how much each part of the work is costing the employer and whether the employee is competent and efficient, have proved both practicable and useful. We are not prepared to say whether the special conditions of the women's tailoring industry are such as to permit of such records nor in what manner such records should be kept. We recommend that they endeavor to do so as soon as possible. Should they fail to reach an agreement, and should either party desire to submit the question to this board, we will be prepared to take the testimony and to hear the views of both sides. We therefore direct that the employers and their representatives shall have the right at all times and at all stages of production to examine the work and methods of individual employees, in order to determine how much each part of the work is costing, and whether such employees are competent and efficient. The employers may keep such records as they please of their observations, whether of time, quantity or quality, without interference on the part of the employees."

"As to the right of the employer to discharge employees and the latter's right to reinstatement we do not feel at liberty to add or subtract from the provisions of the Peace Treaty on the subject. We do, however, feel that the mode of procedure should be regulated and upon this point we provide as follows: When an employee be discharged for incompetence, misconduct or lack of work and shall apply to the Board of Grievance for reinstatement the employer shall submit to such board evidence of such facts and conditions as in his opinion justify the discharge for any of the grounds in the Peace Treaty mentioned. The employee may thereupon introduce evidence for the purpose of rebutting the employer's testimony, or otherwise tending to establish his claim for reinstatement. The Board shall thereupon decide the question upon all the evidence submitted to it by both parties. Incompetence within
the meaning of Clause 12 of the Peace Treaty shall be defined as lack of requisite skill or qualification required for the specific work to be done."

Buttonhole Makers, Local No. 64.

An example of the many problems existing in the Ladies' Garment trade is afforded by the decision rendered by Dr. Henry Moskowitz, who acted as arbitrator in a dispute between the Cloak & Suit Buttonhole contractors and the Buttonhole Makers' Union, Local No. 64. It will thus be seen that the contracting system throughout the trade is the source of much misunderstanding and the rock upon which many a union of the past was dashed to pieces.

When union conditions had been won in 1910, the Cloak Buttonhole Makers who took part in the great strike secured an increase in wages amounting to between 50 and 100 per cent. The position of the contractors was defined in certain clauses of the protocol which provided that contractors employing more than one operator shall not work themselves, that they must observe the union scale of wages, namely, 80 cents per 100 for unfinished buttonholes, $1.20 per 100 to contractors for finished holes and 55 cents per 100 to operators. These prices were subject to change by the Union. It was also provided that contracts of whatever kind between individual members of the Contractors' Association and members of Local 64 shall be prohibited. But as might have been expected the contractors continually violated these provisions. Repeated conferences were held between Union representatives and the contractors. At each conference they undertook to mend their ways, but like a certain class of religious people they confessed and repented of their sins on Monday with the idea of beginning a new sinful career on Tuesday.

Finally these prolonged disputes were submitted to arbitration and a mass of indisputable evidence was produced by the Union. After reviewing all the facts of the case Dr. Moskowitz found that the contractors had unquestionably 'violated the provisions of the protocol. This the contractors finally admitted pleading, however, in extenuation that the prices agreed upon were not arrived at in a reasonable manner, that since the contractors were not permitted to work themselves their margin of profit was very small. Dr. Moskowitz arrived at the following conclusion:

"Under the triangular relation of manufacturer, contractor and workmen it has been difficult for all the parties, effectively, to enforce the provisions of the protocol. The existence of twelve operators employing sixty buttonhole makers in competition with single dozens, operators and helpers in Local 64, creates a condition which makes for the violation of the protocol. There is a temptation on the part of the contractors to compete with one another and with the members of Local 64, even though, under the protocol, they are not permitted to do so. With a low margin of profit for the contractor, he is tempted to enter into an individual agreement with the operator and helper to pay less than the scale, and to arrange with the manufacturer to receive less than the scale, with the result that a system of deceit is encouraged, degrading the industry and making the enforcement of the protocol by the union difficult.

It is clear that this system is complicated; creating the difficulties which have arisen and which can never be overcome unless the causes from which they have sprung are eliminated.

That the union has been unable to enforce the protocol scale of prices for the entire membership is evident; that it is partly due to inefficient leadership may also be conceded; that it is, in some measure, also due to the willingness on the part of a few of the workers to enter into illicit agreements with the contractors is also clear.

"There are only two possible solutions to the problem," says the decision of Dr. Moskowitz. (1) the control of the contractors, or (2) their elimination; we face these alternatives—regulation or abolition. The simplest arrangement is the best—that is, the union should deal directly with the manufacturer. The ideal arrangement is to eliminate the contractor, and create this direct relationship between manufacturer and the union, the former owning the machines wherever practical."

"It is a fact that where direct relation is established, the union has experienced very little difficulty. For, under this arrangement, the temptation on the part of the middlemen whose margin of profit is small, to violate the scale and other provisions of the protocol is eliminated. Every member of the union receives equal protection and is on a par with every other. The union is obligated then to regulate the distribution of work and to give each member the protection to which he is entitled. If the union leadership is inefficient, the existence of a system which impairs its functions gives that leadership some excuse for its inefficiency. By doing away with this obstacle, the excuse disappears and the responsibility for the fulfillment of union obligations can squarely be put upon the leadership.

"Under the present arrangement, this function of the union is impaired, for the contractor can induce the workers to make illicit agreements and the union members are thus competing with one another. The contractor having this advantage can arrange with the manufacturers to pay below the scale. Whether he yields to the pressure of the manufacturer, or whether he offers the manufacturer an advantage in the reduction of prices is immaterial. This disadvantage of the scale is encouraged by the triangular arrangement, and the manufacturer who abides by the agreement is placed at a disadvantage."

Dr. Moskowitz finally suggested that a fair method
of getting the plan in operation would be for the
members of the Contractors' Association to join the
union, and the union to relieve the contractor of his
investment in machines by liquidation through the
union, accepting the responsibility for the obligations
existing between manufacturers and contractors.

That an immediate conference between the union
and the Manufacturers' Association should be held
to adjust this matter.

New Haven, Conn.

The Ladies' Tailors and Cloak Makers' Union,
Local 22, of this city, has celebrated its
first anniversary on Sunday, April 21st, when
a mass meeting followed by a grand concert
was held in one of the largest halls. About
one thousand men and women were present.
Councillor Meyer London and Vice-President
Polakoff represented the International Union
and delivered stirring addresses. Vice-President
Polakoff reports that the Local is in
fairly good shape, both morally and financially
and that preparations are under way for or­
ganizing work during the next season.

Boston and Vicinity.

Vice-President Dubinsky reports that the
Cloak and Skirt Makers' Union, Local 56, is
recovering strength. The members' interest
in the Union is reviving, assuming something
like its former aspect, both in their attending
the meetings and paying their dues. With a
change in the administration a return to nor­
mal conditions is assured and then the Union
will recover the ground lost to the employers
in the last six months.

The Pressers' Union, Local 12, have awak­
ened from their stupor and are rubbing their
eyes. They have now rid themselves of those
obnoxious leaders who precipitated them into
an uncalled-for strike and then betrayed and
left them; so that the Local may soon renew
its strength.

The Ladies' Garment Cutters, Local 73, is
the only Local which is not flourishing. When
the organization was launched some 18 months
ago, it embraced 95 per cent of the workers.
But lately its number has greatly diminished.
The Local consisted of energetic young men
who, in the best time of the Local's existence,
had aimed at securing the same high wages
as those enjoyed by New York cutters. But the
attempt failed. The revival now setting in is bound
to have an especial effect on the cutters also.

Later reports at hand announce a well-at­
tended meeting in the City of Boston at
which a stirring address was made by Vice-
President Polakoff. This meeting may have
far-reaching results. Plans are well under
way for the local leaders to cooperate with a
view to improving the situation in the shops
and restore harmony. Needless to say the
International Union will do all in its power
to help this renovating movement forward.
A movement has been initiated by Vice-Presi­
dent Dubinsky for organizing the Alteration
hands of Boston who may soon apply for a
charter.

Buffalo, N. Y.

A mass meeting under the auspices of the
Ladies' Tailors' and Cloak Makers' Union,
Local 90, of this city, was held on the 14th
of April. Vice-President Polakoff came spe­
cially from New York to address the meeting.
The Local is "alive and kicking" and its
prospects for the future are bright.

Toronto, Canada.

Strong efforts to negotiate a settlement of
the cloak strike in this city have recently
been made and at one time the prospects of a
successful issue were very bright. These at­
tempts, however, ultimately failed, inspiring
the strikers to renewed activity and greater
courage to fight their just cause to a finish.
All efforts on the part of the Eaton Co. to
find scabs have miserably failed. The Com­
pany will either have to capitulate or give up
one of its departments. The number of
strikers is constantly being diminished. A
good many have already been placed at work
elsewhere and by the beginning of the Fall
season the remaining strikers will all be in
suitable employment.

The District Labor Council of Toronto and
the International Union are giving all possible
support. In addition to the $2,000 the I. L.
W. G. U. has lately donated a further sum
of $1,500. Altogether the struggle will give
the Eaton Co. a lesson never to be forgotten.

Cleveland, Ohio.

Reports from Cleveland give encouraging
details of the progress made by the locals of
that city. An all-round improvement has
taken place. Vice-President I. S. Feit and
Bro. Berkowitz are doing good work.

Additional numbers of the Local Bulletin
published in English and Yiddish referred to
in these columns a month ago, have come
through, showing a marked improvement.
This was a happy idea and its promoters be­
lieve it has come to stay, for it is doing ex­
cellent educational work. The Cleveland
Locals are preparing to be represented at the
Toronto Convention in their full force.
Kalamazoo, Mich., Local 82.

There have been many developments in the strike of the Kalamazoo Corset Workers since our April issue appeared. One of these already referred to in passing is a mode of peaceful picketing which is as original as it is unprecedented, illustrating the quick intuition of our womenkind.

The originator both of the idea and of the prayer is our very resourceful International organizer Miss Josephine Casey. She is always at her best when having the right human material to educate and help along and in the Kalamazoo Corset Workers' strike, no less than in Cleveland and elsewhere, Miss Casey has been rendering services which are much appreciated by all parties concerned.

Miss Casey has been taking charge of the strike right from the beginning. Threats of imprisonments do not daunt her, injunctions do not baffle her and her wits never fail her in time of crisis.

The President of the Kalamazoo Corset Company, when refusing to consider the workers' very moderate demands, thought he would break the strike by obtaining an injunction against officers and members restraining them from picketing. But in this he was much mistaken. Miss Casey's good sense told her that if the strikers could not picket the factory for fear of becoming entangled in the meshes of the law, they could pray like real Christians for the resourceful President of the Corset Company, for their enemies, the few scabs, and lastly for themselves. So characteristic and even historic is this prayer that we reproduce it here in full:

"Oh, God, our Father, who art generous, who didst say 'ask and ye shall receive,' we thy children humbly beseech thee to grant that we may receive enough wages to clothe and feed our bodies, and just a little leisure, oh Lord, to give out a chance to grow.

"Our employer, who has plenty, has denied our request. He has misused the law to help him against us, but we appeal to thee, our God and Father and to thy Laws, which are stronger than the laws made by man.

"Oh, Christ, Thou who didst wait through the long night in the Garden of Gethsemane for one of thy followers, who was to betray thee, who in agony for us didst say to thy disciple, 'Whither thou not watch one hour with me?' give strength to them.

Kalamazoo Corset Workers in Prayer for Successful Issue of the Strike
who are now on picket duty, not to feel too bitterly when those who promised to stand with us in our struggles betray us.

Oh, God, we pray thee, give to the fathers and mothers of our strikers a chance to bring up their helpless little ones.

They who didst save Noah and his family, may it please thee to save the girls now on strike from the wicked city of Bodom. Oh help us to get a living wage.

Oh, Lord, who knowest the sparrow's fall, wilt thou not help us to resist when the modern devil, who, has charge of our work, takes advantage of our poverty to lead us astray. Sometimes, oh Lord, it is hard. Hunger and cold are terrible things and they make us weak. We want to do right. Help us to be strong.

Oh, God, we have appealed to the ministers, we have appealed to the public and we have appealed to the press. But if all these fail us in our need we know that thou wilt not fail us.

Grant that we may win this strike and that the union may be strong, so that we may not need to cry often, Lord, deliver us from temptation.

We ask this, Lord, for the sake of the little children, helpless and suffering; for the girls who may some day be mothers of children and for those who dislike sin, but are forced into it through poverty.

Oh, Christ, who didst die on the cross, we ask thee to forgive those who would crush us, for perhaps they do not know what they are doing.

All this we ask in the name of the lowly carpenter's Son. AMEN.

The effect of this prayer has been even better than any that might have accrued from the usual mode of picketing and has carried conviction where other means would have failed to do so.

Another original idea born in the fertile mind of Miss Josephine Casey was an argument subsequently given a legal form that the strikers had entered into a contract with the International Ladies' Garment Workers' Union, whereby they are pledged to solicit members for an auxiliary organization and further that they are employed by the said Union to inform the public of the bad conditions, indignities and temptations to immorality to which they have to submit in the Kalamazoo Corset factory. In this legal document the strikers that they consider the Union as the only source of their protection and that only through the Union could they hope to secure satisfaction or justice. In view of the fact that the Company had advertised for help in places where the labor conditions of this factory are not known, the strikers insist that they have a legal right to work for the moral uplift of their kind. The strikers, therefore, plead their right of contract and claim that Corset Companies should be restrained from contravening it. This forcible argument has to the best of our knowledge not been refuted, the facts advanced in evidence are too strong and too true. Meanwhile no stone has been left unturned in order to bring the strike to a speedy victory and the International Union is doing all in its power to hasten that end.

Detroit, Mich.

Reports at hand from this city indicate that strong efforts are being made to organize the workers in the Ladies' Garment trade. In connection with Local Union 95 a mass meeting was held on April 17th. Bro. Berkowitz of Cleveland, directed by the International Union, addressed the meeting and he is under orders to visit the Local again as soon as arrangements can be made.

Chicago, Ill.

Bro. Morris Suskind, the present organizer of the Ladies' Tailors, Local Union 71, informs us that the Local is in good shape, making preparations for renewing their agreements with those employers who had granted the eight-hour day some two years ago. Steps are also being taken to organize the shops of the South side where the hours are longer. As Local 71 has given evidence of its determination to carry out its plans in the past, we may rest assured that the present attempt to introduce the eight-hour day into all the shops will be accomplished.

Henry Larens Call, an economist, gives the number of wage earners in the United States at 18,000,000 and wages paid to them $5,500,000, an average wage of a trifle over $300 per year. Mr. Call also says that the indebtedness per capita for both national and private amounts to $375; this is scarcely amazing that the outstanding indebtedness amounts to more than the yearly wage of the 18,000,000 wage earners.
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הוענקו הפקודות עם מחירים כולל משלוח המשכInSeconds

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מפרס על משלוח ללא גישה

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עכו גם מספרים דוברים יותר כך שהמידע

הוענקו הפקודות עם מחירים כולל משלוח המשכInSeconds

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ללא שעה, דרישות ושיקולים

של מי solids קיים

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ברכה מיום ראשוןamphetamineיונים

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אין_WINDOWS carved out of the stone.

The stone is marked with the names of the kings who once ruled the region.

The inscription is carved into the stone, and the names are written in ancient script.

The inscription is dated back to the 10th century BCE, and it contains important historical information.

The text is written in Hebrew, and it is a transcription of ancient records.

The inscription is a milestone in the study of ancient history and archaeology.

The carving is done in high relief, and it is visible from a distance.

The inscription is located at the entrance of the ancient city, and it is a popular tourist attraction.

The inscription is dedicated to the gods of the ancient city.

The carving is done with great precision, and it is a testament to the skill of the ancient artisans.

The inscription is a valuable resource for historians and archaeologists.

The carving is a symbol of the city's past, and it is a reminder of its rich history.

The inscription is a beautiful example of ancient art and craftsmanship.

The carving is protected by law, and it is a national treasure.

The inscription is a source of inspiration for artists and historians alike.

The carving is a tribute to the city's identity and heritage.

The inscription is a beacon of hope for the future generation of scholars.

The carving is a legacy of the past, and it is a treasure for all time.
לא ניתן לקרוא את המטמון המוצג在这张图片中。
אונזר קאפהנטשא
(אונזר טראנטטרונג מ.ט. פלאקפארא)

מע בות

נשא צ'ו מוג'ומ ע"ש ע"ש גר"ש ע"ש אונזר קאפהנטשא
"אונזר קאפהנטשא"
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"אונזר Kאפהנטשא"
עדה לוי הגדה ואחרות

מספר שיר

עדה לוי הגדה — שירת העצמאות בשמשת מת
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ויהי גל電子 שיר הגדה, כאשר

פיים עליון והנה

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וכך עתה

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ויהי גל电子产品 שיר הגדה,农业科技

איה ב פלדטנשטיין צ'י יוספ

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וכך עת
דע ליזי עמודים ו箋ד לא

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אֶלֶּדּו לִיְדֵי גְּוַרְמַנְמוּ וְזָרַקְרַקֹע

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דיא ליום מיכאלינט מרייד עכי שקבת

ודע כי יומנו ושם ליום

 помогתם ו nhiệtתם והקרנה

 pelo ustedes y su apoyo y

 חיסר את התוכן בטקסט הלאנגלית.
דר ליזיימ בבראשית וספרד

שנשכחו אבותינו מלך תעבורה. ואין תמים.

אך אני מודע שבעעבובותיו מצאתי את הנוקה.

והיא חברתיות, והיה לי את הנוקה.

ובאות נבנה שתו וגו.

והיה לי את הנוקה, וגו.
דעת פילדס זאرسلופר

בשלים, כי יועדו מח後に, בנו של חנן יחיהורים

פְּתַחַיַּה, הצרפתית אֶמְלָאָּה, וַיְפַלֵּחַ, וַיִּצְוָא עִמּוֹ עֶזֶר וַיַּפְלוּ עָלָיו בֵּית יָהוּדָה, וַיָּמָת. וַיְהִי שָׁם נֶפֶשׁ בְּיוֹם אֲשֶׁר גָּלָה עַל שָׁם וַיַּזְרַע מִשְׁפָּיו וַיָּמָת. וַיִּירָא עָלָיו בֵּית יָהוּדָה וַיְהִי שָׁם בְּתוֹךּ הַשֵּׁם וַיָּמָת. וַיִּנְזָר עָלָיו בֵּית יָהוּדָה וַיָּמָת. וַיִּתְחַדֶּשׁ עָלָיו בֵּית יָהוּדָה וַיָּמָת. וַיִּקְרֶא עָלָיו בֵּית יָהוּדָה וַיָּמָת.
האמ לאפגן לפני כעשרה שנה, בבילוש:

כדי להגדיר את משלו ואתו.
דעת לוי צורטנס וצרוק

גנוס הצורטנס האハンגר

וינו הלאים את היצוגים של קוק.Then המみました

וינו הלאים את היצוגים של קוק.Then המ просмотр וברק.

וינו הלאים את היצוגים של קוק.Then המ просмотр וברק.

וינו הלאים את היצוגים של קוק.Then המ просмотр וברק.

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יודליודנברעםונוולש

יודליודנברעםונוולש
מראתת אחר א בקמה אמם 8 פין ומש
טיבלות פון אファー א"ז
שפריתא אומא פרעטיאר

איך נוה זארכיה נעמ?
בעאספקות ויד מא שאנסאתך עינך
אוסול אנס זא איה אינא מ.easeובאיא פאן
איה ויתא שא סטיבאער זא זא מאר
שפארראיא ואיביב

איך קרבמא ביכ פון אייקפרמאא פאן
איבימ פון דער ריניאן

 woodland grove קארלד

ורט איבקרמאא קארלד יראט בבית
名录 מואקרמאא קארלד יראט בבית

1. איבערא איבך זין איבס כממרעמעט
2. זין איבס פאציאא נא ייבנעט
3. ייבנעט פאציאא נא ייבנעט
4. ייבנעט פאציאא נא ייבנעט
5. ייבנעט פאציאא נא ייבנעט

דרעתר וער.IOException אָו בקעטסט אָו קינדערק
ויי דער דאמעע

יניאן דראקירות

ליפשות פארעס

49-51 קאמיאמס טפיריא, דונ איבד

Tel. 1729-1730 Franklin
יוסף יהודי נאמרבר
ופקודה

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העתק ירושלים מאי 1888 עד啮 יוני 1912
יוסף יהודה נאמרבר

פּוּקּוּדֶה

ועד העתק ירושלים מאי 1888 עד啮 יוני 1912
יוסף יהודה נאמרבר

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