The Ladies' Garment Worker, Volume 5, Issue 10

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International Ladies' Garment Workers' Union (ILGWU)
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PUBLISHED MONTHLY IN ENGLISH AND YIDDISH

BY THE

International Ladies' Garment Workers' Union

32 Union Square, New York.
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Editorial

PHILADELPHIA CLOAKMAKERS WIN GREAT VICTORY

The victory of the cloak, suit and skirt makers in Philadelphia was by far the most important event of last month. It was all the more notable and surprising because we had been expecting a renewal of active hostilities breaking out at any moment.

And the victory comprises the entire trade, the larger as well as smaller manufacturers. First the Women's Garment Manufacturers' Association signed the Agreement of Peace. A few days later the smaller manufacturers of Philadelphia united as the Women's Wear Manufacturers' Association and signed an agreement in all essentials the same as that signed by the Women's Garment Association. Thus the Union will now deal collectively with two associations.

Although the strike of last year had been officially called off in December last, after a heroic stand of twenty-six weeks, yet the struggle was not ended. It was at most a sort of armed truce. The Union was gathering new strength and fresh resources. Its foundations were firm. The Cleveland convention of June last had renewed its youth by uniting and harmonizing all the elements.

The organized cloakmakers of Philadelphiad were fit and ready to plunge into the fray, and the International with its locals were fully as ready to back up their just demands. Indeed, it was an open secret that the struggle would have been renewed every season until a foundation for permanent peace was laid by substantial concessions being made collectively.

... NATURE OF CONCESSIONS WON ... The nature of the concessions won will be better realized by comparison with the mediæval system which prevailed in the past. In another column specific details are given of the conditions that ruled in the shops prior to the strike of 1913. Extracts from the agreement of peace read side by side with those details show precisely the tremendous changes effected by the settlement. Suffice it to say that these changes involve a regular working day; regulation of and payment for overtime; adjustment of piece prices, in case of disagreement, by price adjusters; a minimum wage for cutters; sanitary standards of safety in the shops and factories; abolition of home work; a grievance board composed of representatives...
ABMENT WORSES
led over by W. D. they knew its consequences in finan-
cial losses and dislocation of trade. That was exactly what happened in Phila-
delphia. The strike of last year brought the manufacturers nothing but evil. Their season was irreparably damaged; their financial resources were taxed to the utmost; their reputation as unfair employers was being spread for miles around. Their arguments before the Industrial Relations Commission failed to convince a large, interested public. And all this because they persistently refused their employees a voice in the settling of prices, or a signed promise as to regular hours, or any measure of respect to their trade organization.

Logic and reason were on our side because the public knew that union shop conciliation and arbitration were in ex-
istence in the largest cloak, waist and dress center in New York and in a num-
ber of industries elsewhere; and the manufacturers in those industries were more secure against labor troubles and trade dislocation by adjusting grievances through a board of representatives of both sides than were any employers who assumed an attitude of "nothing to arbitrate."

IMPREGNABLE POSITION OF OUR INTERNATIONAL UNION
That unreasonable and stubborn attitude reacted on the entire city and caused widespread suffering. It affected many trades and thousands of workers other than the cloakmakers. Could the city risk another and perhaps more bitter struggle? Could the manufacturers afford to lose another season? Could they afford the heavy expenses entailed by another strike? Could they risk their trade slipping away to other centers? In other words, could they afford to be ruined?
The trouble is now happily over, and we hope for good. But it is well to go over the ground and see what lessons are to be learned from the past, in order to avoid preventable strife, suffering and ill will in future.

Our International Union was in an impregnable position. According to the best authorities success in war is assured by sound strategy and an inexhaustible supply of men and ammunition. Or course, funds may be exhausted, but where there is the power of reparation the treasury is soon replenished. This is precisely the position of our Union.

Last year we financed the strike at Philadelphia for twenty-six weeks. Complications arose which compelled us to call off the strike, but we determined to strike again, if necessary, at the very next opportunity. And when the next opportunity came it found us quite ready.

To the manufacturers this may have seemed incredible; hence their failure to be immediately convinced of the justice and strength of our position. But to us it is quite natural. The secret of our strength and impregnable position lies in the enthusiasm of our people, and their readiness to supply the news of war when war is the only means to bring certain employers to reason.

This is something which manufacturers in general are loth to realize before a costly experience opens their eyes. The wage movements of unions in other industries teach precisely this lesson, but somehow the lesson escapes a certain class of employers. Take the United Mine Workers of America, an organization engaged in constant strikes that often develop into regular wars. However powerful the coal barons, and however unscrupulous and ruthless their weapons, they cannot break or even injure that well organized and biggest union on the American Continent. The reason for this is quite clear.

In every conflict with employers the organized workers pay out of their wages for the support of the strikers and their families. That furnishes the Union with fresh resources and permanent powers of endurance. The strike expenses are immensely higher to the employers than to the workers. And even where a struggle has to be suspended it can, if the organization remains intact, as in the case of the United Mine Workers and our own organization, be renewed again and again with the utmost confidence of success. Such was exactly the situation at Philadelphia. And at last the Women's Garment Manufacturers of that city have come to see it in this light.

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**PERMANENT POWER OF UNION'S ENDURANCE**

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**A GLANCE INTO THE FUTURE**

Now that peace has been established, we have no doubt it will prove lasting. It is so much easier to live in peace than to be at war, and by a slight apparent sacrifice this condition may be attained. We say "apparent" because a condition of peace in industry, no less than among nations, ultimately proves far more profitable. The manufacturers of New York and other cities, who have been dealing with the Union since several years, would not resort to war measures if the question only involved reasonable concessions to the workers.

These convictions grow on people mostly in time of peace. And they will certainly grow on the Philadelphia manufacturers. As time advances and inevitable disputes are settled by con-
conciliation in the shops and in the Grievance Board, or by arbitration through calling in a third impartial party to decide a disagreement, they will wonder why they did not agree to such reasonable methods long ago. They will come to the conclusion that the Union is not the bugbear which they were led to believe.

Bearing all these considerations in mind, it seems to us certain that the "Agreement of Peace" (as it is called) just concluded in Philadelphia is expressive of the state of affairs that will permanently reign in that city, and that the class war will be confined to fighting out better conditions through reasoning and argument in the shops or around the conference table.

Of course, both parties are entering on a new phase of shop and factory relations, and much will depend on the spirit in which the employers will endeavor to carry out their obligations. If they will bear in mind that the agreement of peace establishes a change in those relations; if they will live up in practice to the last paragraph in the agreement and co-operate with the Union in carrying out its provisions; if no vengeful feelings leading to discrimination or petty persecution will be allowed to arise, friction will surely be reduced to a minimum. To our International these relations are not new. Our leading people have been since several years trained in adjusting all manner of shop differences, and they may be relied on to bring their hard-earned experiences to bear on the problems before them.

* * *

WORDS OF ADVICE TO OUR MEMBERS

Instead of dealing with each employer individually they will have to deal with associations of employers. We therefore expect them to realize that now they have far greater responsibilities. Any serious grievances or disputes arising under an agreement with an association are the business not only of the member or the shop affected, but the concern of the organization as a whole. Where cases will not be settled between employer and employee on the spot they will naturally be subject to investigation and sifting of evidence by the clerks or the Grievance Board or both. We know from experience in New York that no case can be won unless it rests on strong evidence. Petty or imaginary grievances often have to be dropped or withdrawn, while the needless time absorbed in dealing with or investigating them is a source of annoyance to both sides.

Another grave responsibility rests on our members in regard to stoppages or shop strikes. Under the agreement of peace "no strikes or lockouts shall take place as long as the respective organizations shall endeavor in good faith to live up to their mutual understanding, and to enforce compliance with the same on the part of their members." That means that before any case is investigated and decided on, as provided for in the agreement, no strike or stoppage of work is legal and will not be recognized by the Union.

In the past our members in Philadelphia were accustomed to force the employers' hands in the only way open to them—by a strike. And it cannot be said that in most cases they were not justified. Arbitrary proceedings on the part of the employer cannot but lead to impulsive action on the part of the employees. That it did not work bene-
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Daily to either side is something which the parties failed to consider.

Now that provision has been made to deal with genuine grievances, our people will be incurring a great responsibility should they be tempted to resort to hasty stoppages. There is simply no need for such action. In other words, it is now up to the Philadelphia cloak makers to make good and do their level best to make the agreement lasting.

GENERAL OFFICERS CARRY OUT RESOLUTION NO. 120

The history of the strike at Philadelphia; its progress for twenty-six weeks; the heroism by which it was characterized; the profound union spirit it left in the hearts of our members; their faith and confidence in the power of the Union; their determination to stand together, if need be, again and again until final victory, and the readiness with which our locals in New York came forward to cooperate with them—all these facts are lessons in unionism, courage, discipline, self-sacrifice—lessons which should forever remain engraved on our minds.

A conspicuous feature of the conclusion of peace in the Philadelphia cloak industry is the strenuous and untiring work of Mr. Morris Hillquit. Much credit is also due to Mr. Porter, the Director of Public Safety of that city, who worked for peace in the interest of the manufacturers as well as the workers.

The proposition of reorganizing Philadelphia was referred to the General Executive Board in a terse resolution, No. 120, adopted at the Cleveland Convention, and the Board proceeded to carry out its mandate without delay. For more than a month the eyes of our members and local officers were being turned in the direction of Philadelphia. Judging from the unbending attitude the employers evinced throughout, the general expectation was a struggle keener and more determined than ever, and all calmly awaited the news that the strike had been declared. That this expectation of war to the knife was turned into the white dove of peace, and peace with honor, is a matter for congratulation.

TO WHOM CONGRATULATIONS AND THANKS ARE DUE

We congratulate the cloak makers of Philadelphia on their victory. We trust they will maintain their confidence in their local and general officers, cooperate with them in the arduous task of arranging the internal administration, and do their full duty to the Union in every respect. We congratulate our local officers and members on their unity and readiness to come forward with moral and financial assistance which they have manifested on this occasion. In this connection we desire to mention particularly our New York locals—the Cloak Operators, Local No. 1; the Cloak Tailors, Local No. 9; the Reefermakers, Local No. 17; the Skirt and Cloth Dressmakers, Local No. 23; the Cloak and Dress Pressers, Local No. 35, and the Waist and Dress Makers, Local No. 25. The victory in Philadelphia is due to them no less than those who carried on the negotiations.

And now—on to Cleveland! Our next move should be to convince the Cleveland manufacturers that they too have much to gain from an arrangement of peace with the Union.

SHALL CLEVELAND REMAIN UNORGANIZED?

The victory at Philadelphia is a signal to the cloakmakers of Cleveland and our members in general. What has just been ac-
accomplished in the city of brotherly love can be accomplished in the foremost Middle Western center of cloaks and suits by enthusiasm, unity, and patient effort.

The strike at Cleveland in 1911 and that at Philadelphia in 1913 were similar in many respects. In both cases almost the same number of workers stood in the battle line approximately for the same number of weeks. The demands of the workers were similar, with such variations as are peculiar to local conditions. In both cases the International stood by the workers and helped them financially even beyond its immediate resources. In both cases the International was compelled by circumstances to call off the strike and await a more favorable opportunity. Now while in Philadelphia the opportunity came, and the wishes of the Union were realized, Cleveland is still lagging behind, sunk in the darkness of non-unionism and subject to the evils connected with that state.

The reason is quite clear. The Philadelphia cloakmakers did not lapse into despair; they did not abandon their union and the hope inherent therein. They suffered and were victimized even more than the strikers at Cleveland, yet their faith in the Union did not shrink. In accordance with a solemn promise the great majority of the members lifted up their eyes to the Union and anxiously awaited its counsel and guidance.

And since the first condition of success is faith in the power of the organization and compliance with its requirements, the Philadelphia cloakmakers realized their hopes and aspirations because they complied with that condition.

\textbf{INTERNATIONAL} It is now three years since the great and memorable Cleveland struggle. Have the cloakmakers of Cleveland improved their position by holding aloof from the Union? Are they earning as much as they should? Have they a voice in the determination of the prices paid them? Do they feel free in the sense of protection afforded to the members of a powerful Union? They certainly do not.

We want to assure our brothers and sisters at Cleveland that their case is by no means hopeless.

One of nature's great bounties is the power of healing and recuperation in certain cases, physically and mentally. Nature stipulates, however, that those who are broken shall bring to the task of healing or recuperation as much will-power and effort as they have at their command. The cloakmakers of Cleveland have the means of recovering from their present condition of semi-slavery by following the example of their brothers in Philadelphia. They must respond to the call of our organizers and join the local union. The International which helped them before is now stronger than ever and will be ready to help them again on condition that they endeavor to help themselves.

\textbf{CLEVELAND} And now a word to our locals and members in general. The settlement in Philadelphia is evidence of what the International can do throughout the country if all co-operate and put their shoulders to the wheel. But before proceeding to conquer fresh fields can we afford to let Cleveland lag behind? Can we endure the thought that an important center of our industry should be beyond our sphere of influence?

With our membership of 100,000 and...
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our strength and high prestige, it is positively not becoming to us to fold our hands and assume that Cleveland is beyond us. And it is not true either. No task is beyond us providing we approach it with due deliberation. "Nothing is as bad but what thinking makes it so." Once we decide that we can and ought to accomplish things we shall succeed.

We call on our locals and members to ponder over the matter; to help us make a successful appeal to our brothers and sisters in the ladies' garment industry at Cleveland, and to co-operate with the General Executive Board in every effort to bring about that desirable consummation.

REGARDING THE HIGHER DUES PROPOSITION

In course of last month some of our members in private conversation desired further information on the higher dues proposition dealt with in the September issue of the Ladies' Garment Worker. As there may be other members in like doubt and difficulty we propose returning to the subject.

The feeling among officers and active members so far as we have been able to gauge it, is favorable to the adoption of higher dues. The principle of the proposition sounds so good and the logic is so irresistible. Who will undertake to dispute the fact that more is better than less; that with more money in the treasury many more things can be accomplished? There is little doubt that the International is in need of greater resources, and that it would do the Joint Boards and locals themselves much good to be fortified with larger funds. "But will the masses agree to it?" they ask.

To this we answer that from our knowledge of the masses they are not so backward as to fail to perceive a good thing when it is properly put up to them. The masses are far more alert and awake to their material interest than is commonly supposed. They belong to the Union for what it can give them in the way of fatter pay envelopes and better conditions. Once we can manage to educate them to the fact that ultimately the success of the Union, in improving their conditions, is all a question of money, and this money they must furnish, they will pay it without question, especially if it is only a cent a day extra.

We claim that higher dues is a sound investment. The more capital a business man is able to invest in his business the more profit he may expect therefrom under conditions of good management. We haven't to worry about getting big sums of money from our members. All we want them to invest is a few cents more every week. And the power of union and organization is so great that these few cents will make all our treasuries—International, Joint Board and local—so full and rich that our members will profit in better wages and easier conditions.

It is rather a question of the local officers falling in line with this idea than of the willingness of the masses. We call on all our local officers to bring this question up at every meeting, to discuss it in our press and in private talks with our members. The masses will make no objection to it if its significance is thoroughly explained to them.
THE "CANNOT AFFORD" ARGUMENT we have overheard seems petty. Our members cannot afford it. They have had bad seasons, their earnings have been small," and so forth. Especially is this argument applied to our women members.

We want to say that even though many of our women members do not earn as high pay as the men, the claim that they "cannot afford it" is exaggerated. Even if a higher sum were demanded, when it is a question of getting a fair return, no one should grudge it. But this sum is so ridiculously small that the argument "cannot afford it" seems petty. Cannot afford 8 cents a week to make the Union strong and powerful? who is going to believe that!

Within the last two years our International Union has helped to raise the wages of women workers from ten to, in some cases, 300 per cent. It has given them back from six to twenty and even more times as much every week as the dues they pay. If they should pay eight cents more they have good prospects of getting back twenty times as much in pay, and certain benefits guaranteed them by the Union in addition. Our local officers and members should think of what the one cent a day will eventually bring them than of what it means to every member at present. When they come to think of the matter in this way the argument of "cannot afford" will melt as the snow under a warm sun.

Small as this sum is, it will help to make, as already said, a big, rich and powerful Union. As workers in our trade we must absolutely have a big, rich and powerful union to win our complaints, to organize all our shops and to keep our organization in good, fighting trim.

RAISE THE POWER AND PRESTIGE OF THE INTERNATIONAL: One good reason why we must introduce higher dues is because it is our duty to raise the International to the highest position of power and prestige. At present the International works from hand to mouth. The present per capita of 21-2 cents gives it just a bare existence. The International is expected to organize the workers of every branch of the ladies' garment industry, in every part of the country. Our members and local officers rightly feel that every manufacturing center of ladies' garments, the workers of which are poorly organized, spells danger to the fair union conditions of our people in every other center. The manufacturers who are at peace with the Union; who pay higher prices and grant other privileges are always tempted to make reductions on the plea of being subject to the competition of the unfair employer, who pays lower prices and works his help longer hours.

If some of the workers in any branch of our industry are not organized together with us our Union is by so much weaker. The only way to make any strike successful is to enlist every worker in the trade as a soldier of the organized army to fight the union battle. But when some of the workers are left outside of the ranks they endanger even our strike. They may act as scabs or they may do the strike work for aught we know. Where a strike is lost, or where a union is impotent, it is because of these reasons. It is the duty of the International to organize everywhere, say our active members and local officers. To this we would reply, it is the duty of the members to make it possible for the International to perform its duty. Mere preaching is not sufficient. Our members must follow up their preaching by practice. The
International feels its duty to every local, every branch of trade and every center of industry. The General Executive Board is eager and anxious to organize and to do things everywhere and at the same time, but it is prevented by lack of funds.

The 2 1-2 cents are not sufficient for this tremendous work. To do the work which requires 8 cents a week for 2 1-2 cents would amount to a miracle such as Elijah the prophet could demonstrate by making a handful of flour and a little oil in a cruse suffice for a whole family for many weeks. Such miracles do not happen nowadays, and 2 1-2 cents a week will never do the work of 8 cents, grudge and economize as you may.

**Higher Dues**

When we stop to think, it is the supreme question confronting us at all times. A check in several figures has the power of answering many questions and solving all sorts of problems. Our success in many things absolutely depends on funds. The great question of organizing, the problem of conducting strikes, the efficiency of inner administration, the solution of our educational problems—we simply cannot move a finger without adequate funds. At present our work is done by halves and there is a great deal of delay in every step we contemplate. We are rearing a great, extensive edifice, but we shall never reach very far in its construction unless we are fully supplied with the proper materials. And we shall never succeed in our task, unless we contrive to make our Union great and extensive. But let not our members, like Pharaoh of old, tell us to make "bricks without straw."

If we continue the old, antiquated system of low dues and a small per capita much of our work must remain uncompleted, and a good deal cannot be begun at all. We must, therefore, ask our active members to get busy bringing up this question at every meeting. Don't delay it until tomorrow; for every day's delay retards our progress for weeks.

A number of resolutions calling for an increase in the per capita to the International, and the General Executive Board was instructed to submit the matter to a vote of the members.

A similar proposition was submitted to the members last year, but without success. The main cause of the failure was due to the inability of the locals to give up a part of their local revenue. They already pay 7 cents per capita to their respective joint boards. An increase of the per capita to the International would practically leave them with next to no revenue for local purposes.

Thus it is easy to see that the solution of many of our difficult problems depends on how soon we can raise the dues. We are writing this on the eve of the solemn annual holidays. Our best wishes for a happy new year cannot but have some connection with the great work before us. Our members will have many happy years when they will enable the International to carry out this work successfully. Hence let the motto for this coming year be **Higher Dues**, in order to insure a **High Wave of Prosperity and Progress** for our International Union and all its locals.
Peace in the Philadelphia Cloak Industry

Story of a Struggle and Its Reward.

By A. ROSEBURY

"Cast thy bread upon the waters, for thou shalt find it after many days." This quotation from Ecclesiastes is an apt illustration of how the cloakmakers of Philadelphia repeatedly tried to organize and wrest union conditions from their employers. They started to organize the workers many years ago when the industry was as yet hardly developed in that city. They met with many failures; they lost strikes almost every season; they cast their bread upon many waters, so to say, and they have at last reached the consummation they so long desired. The agreement of peace concluded last month insures them the possibility of unionizing every worker in the trade and improves working conditions considerably.

Only a few years ago the cloak trade in the City of Brotherly Love was approximately one-fourth of its present dimensions. In 1910 local reports gave the number of cloak and skirt makers as being about 1,500. In 1913, however, the number of strikers numbered close upon 5,000. There are now in existence two employers' associations, and the cloak market is ever expanding. Judging from the number of workers, the trade has increased three-fold in four years.

Have not the workers largely contributed to this remarkable development, and if so, were they not entitled to reap some little share of the rich harvest? They persistently thought so. The most enlightened people of our age think so with regard to the workers in every trade and industry. The proposition is conceded by all except, perhaps, by a few who imagine that it militates against their interests, and it cannot be denied even by them.

Yet the cloak manufacturers strongly resisted every attempt made by the Union to regulate hours and wages by collective arrangement. They apparently believed that no change was needed, because they did not desire it. The trade grew and increased until the number of workers increased fourfold. The spirit of the times changed. Trade unionism has made rapid strides and succeeded in enlightening public opinion as to the anomalous condition of the workers, where they have not sense or grit enough to organize. It pointed to the educative and uplifting influences which effective trade organization had brought in its train. Manufacturers, however, are the last people in the world to read such signs of the times, and hence the cloak makers in Philadelphia remained in a backward condition.

It cannot, of course, be said that no blame attached to the workers. They, too, were not as advanced in organization matters as they might have been. Until a few years ago their methods were not all that could be desired. Shop strikes, with or without sanction by the Union, were frequently resorted to, until defeats and failures drove them to the opposite extreme and made them over-cautious and indifferent. When in 1910, after the successful termination of the great cloak strike in New York, the International attempted to prepare the ground for unionizing the City of Philadelphia, the local organization opposed the attempt. Gradually, however, better counsels prevailed. The local strengthened its organization in various ways, first by amalgamating with the pressers and skirt makers and then by increasing its dues and initiation fee and establishing certain benefit features. This assured better discipline and gradually prepared the way for the great struggle of 1913.

In that struggle the cloak makers of Philadelphia gave a general impression that time and its lessons had their effect on them. For twenty-six weeks they stood on the battle ground. Suffering and starvation did not weaken their spirit; police persecution and imprisonment did not damp their ardor. When the strike was called off it was not because they desired it, but rather because complications unconnected with the strike necessitated the step being taken.

Instinctively they felt, both during and after the strike, that by their heroism and endurance they were casting their bread on certain waters; that sooner or later they must have most of their demands granted.

GENERAL OFFICERS AT WORK.

As soon as the new general officers had managed to take in the situation; as soon as the new organizers had been appointed and various matters of internal organization disposed of,
the mandate given to the General Executive Board by the Cleveland Convention in regard to Philadelphia began to engage their attention. Cautiously and in a business-like manner they consulted and conferred with the local officers and active members, and when they were sure of their ground they endeavored to open negotiations with the Philadelphia manufacturers.

The letter accompanying the statement of working conditions submitted to the manufacturers for their acceptance has the following two characteristic paragraphs which amply illustrate the methods pursued.

"We have carefully weighed each provision and we have made no demands that are not entirely fair and reasonable. The conditions formulated by us still fall below the standards prevailing in other centers of our industry, and represent the minimum upon which we can exist with some degree of decency.

"We sincerely hope that you will accept our requirements acceptable to you, and that you will meet us generously in our efforts to bring about a lasting understanding between employers and employees in the industry, which will guarantee to both sides a long and uninterrupted period of prosperity and industrial peace, such as our trade has been enjoying in other cities for years.

Negotiations followed. Several conferences were held, at which Mr. Morris Hillquit represented the Union, while such distinguished citizens as John Wanamaker, Cyrus Adler, Judge Mayer Sulzberger, Jacob D. Lit, Nathan L. Polwell, William Silverman and A. J. Margolin interested themselves on behalf of peace. Finally Mr. D. Porter, Director of Public Safety, was called in to arbitrate the differences, and the result was the Agreement of Peace given below.

Excepting wages for cutters and trimmers and hours, the points conceded are almost word for word the same as those desired. Of course, it was not to be expected that the manufac-

The following extracts from the report of the United Businessmen's Committee on the strike of last year, which was issued on December 4, 1913, gives a clear impression of the conditions before the strike:

"Until the time of the strike there seemed
to be no uniform system in the business of cloak and skirt making as to hours of employment; some factories starting work as early as six in the morning and continuing until nine at night and even later; still others beginning at seven and stopping at six at night. During the busy season all the factories worked overtime, very late into the night, and in some instances continuing all day Sunday. In addition to the extra work in the factory, the employees were given work to do at home.

"In the majority of the factories from half an hour to an hour for lunch was given at noon, but where overtime was continued until nine or ten in the evening no time for supper was allowed. In the majority of cases they were paid for this overwork only at the rate of time only. In the busy season most factories were working night and day regardless of the welfare of the employees. Then in the dull season it was the custom to lay off many week workers and require the piece workers to report daily to the factories and wait idly by on the chance that some work might come in. For many weeks in the year the majority of the week workers would report for work, being paid only for the actual time they worked."

"There seemed to be some injustice in many of the factories in the method of calculating the extra time, even on the basis of time only, and also regarding the work of the piece workers, the employers taking advantage of those employees who were unable to calculate the amount themselves. Then also frequent differences arose between employers and employees.

"A number of shops are unsanitary, dirty and unfit to work in."

"The report also referred to other evils complained of by the employees, such as helpers and finishers not being directly employed by the employer, but by the operator and tailor, and other forms of sub-contracting. This gave rise to disputes between the employees themselves over the amount of pay, and to under-pay and unfair treatment. The employers thus escaped liability for injuries to employees by having them employed indirectly instead of directly. The employers, moreover, forced the tailors and operators to work for lower prices, and keep up the evil system by threatening to give and giving the work out to contractors, who oppress the workers still more. Thus a regular sweat-shop system was maintained in the trade.

IMPROVEMENTS GAINED AS DESCRIBED IN THE FOLLOWING DOCUMENT:

AGREEMENT OF PEACE IN THE CLOAK, SUIT AND SKIRT INDUSTRY, entered into this tenth day of September, 1914, between the WOMEN'S GARMENT MANUFACTURERS' ASSOCIATION of Philadelphia, hereinafter called the Association, and the JOINT BOARD OF CLOAK, SUIT AND SKIRT MAKERS' UNIONS of Philadelphia, composed of Locals 2, 53 and 69 of the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, hereinafter called the Union
witnesseth:

WHEREAS, The said Association is composed of a large number of manufacturers engaged in the Cloak, Suit and Skirt industry of the City of Philadelphia, and the Union is composed of employees engaged in the various branches of the said industry; and,

WHEREAS, Both parties are desirous of permanently regulating the relations between the employers and employees on a fair and equitable basis,

NOW, THEREFORE, The parties hereto agree:

1. Hours and Regulation of Work.

The regular working week shall consist of fifty-two hours: namely, from 7:30 a. m. to 12 noon and from 1 to 6 p. m. on week days; and from 7:30 a. m. until noon on Saturdays. Proportionate deductions may be made from
the wages of week workers for voluntary absence. Overtime shall not exceed six hours per week, nor two hours per day, and shall be paid at the rate of time and one-half so far as week workers are concerned. No overtime shall be allowed on Saturdays, except for the purpose of finishing and completing emergency orders. Abuses of the last mentioned privilege, on the part of the employer shall be subject to complaint and adjustment in the manner hereinafter set forth.

2. **Wages.**

All prices for piece work shall be made in advance by the employer. If the price on any particular garment is not satisfactory to the employees, the question of such price shall be taken up between the employer and his employees through a committee appointed or selected by them for that specific occasion.

If no adjustment shall be arrived at, the question in dispute shall be submitted to two standing price adjusters, one selected by the Association and one by the Union, and the decision of such adjusters shall be binding and cover all work done on such garments from the time of the complaint.

All wage adjustments shall be made without delay, and no stoppage of work shall be allowed during such adjustments.

Wages of Cutters shall be adjusted on the basis of weekly payments ranging from $17.00 to $22.00, according to efficiency.

Wages of Trimmers shall be as follows:
- Second year apprentices, $8.00 per week
- Third year apprentices, $11.00 per week
- Fourth year apprentices, $12.00 per week

After an apprenticeship of four years, trimmers shall receive wages ranging from $12.00 to $10.00 per week, according to efficiency. The classification of Cutters and Trimmers with reference to their respective degree of efficiency shall be determined in the first instance by the employer, subject to adjustment of any complaints that may arise from such classification in the manner hereinafter provided.

No reductions shall be made in the pay of Cutters and Trimmers now receiving higher wages than above provided.

A duplicate of a sample shall be made by the piece and shall be paid for at the rate of fifty per cent. above the stock garment.

Wages shall be paid in cash, weekly, and on a fixed day.

3. **Sanitary Conditions.**

The Association agrees to co-operate in every way with the Union in its efforts to enforce proper standards of safety and sanitary conditions in the factories and shops in the cloak and suit industry in the City of Philadelphia under its control.

No work shall be given to employees to be made at home.

4. **Relations Between Employers and Employees:**

All grievances of employees arising in the factory or shop shall be submitted by the employees, or a representative selected by them, to the employer for adjustment. Disputes between employees and employers that cannot be settled between themselves, shall be submitted in the first instance to the Chief Clerks of both organizations or deputies appointed by the latter. If such grievances are not thus adjusted, they shall be decided by a Board of Grievances, to be composed of three representatives of the Association and three representatives of the Union, under the chairmanship of George D. Porter, the Director of Public Safety of the City of Philadelphia, or in case of his absence or inability to act, of a person designated by him. A quorum of the said board shall consist of an equal number of representatives on each side. Decisions of the said Board of Grievances shall be rendered by a majority of the members present, and shall be binding upon both parties. In case of a tie, the chairman shall cast the deciding vote.

No security deposits shall be exacted from employees, except the sum of One Dollar ($1.00) for the return of machine parts belonging to the employer, for which a receipt in writing shall be given to the employee.

No charges shall be made for power, oil, needles, or belts.

In dull seasons, all work shall be distributed among all employees as equally as possible.

All Pressers and Under-Pressers shall be paid directly by the employer.

No discrimination shall be made against employees by reason of membership or activity in the Union.

The Association and the Union shall cooperate with each other in carrying out the above provisions, and no strikes or lock-outs shall take place so long as the respective organizations
shall endeavor in good faith to live up to their mutual understanding, and to enforce compliance with the same on the part of their members.

In WITNESS WHEREOF this agreement has been executed in duplicate by the respective parties hereto through their respective officers authorized thereto.

FOR THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION
B. Schlesinger, President
FOR THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION
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B. Schlesinger, President

The story is one depicting a struggle and its reward which may well be copied by other unions. It shows that no effort for betterment, if persisted in, is ever lost. The Philadelphia Cloak makers may well congratulate themselves on their victory.

How We Are Advancing

By M. H. D.

LOCAL 20, NEW YORK LADIES' TAILORS

Following an agreement reached between the members of the Merchants' Society of Ladies' Tailors and Dressmakers, and our Local 20, Ladies' Tailors and Dressmakers, the possibility of a strike in their shops has been definitely removed.

The new agreement was reached after continuous conferences between the officers of the Association and the Union. The contract has numerous advantages over any previous agreements in that it provides for the promotion of helpers to full grade tailors or operators with a gradual increase of salary. Under old contracts the difference between a helper's and a tailor's salary was $8.00, and it was the prevailing custom for any employer to fail to promote his helpers who had been working for limited salaries.

The new contract also changes the Board of Arbitration and provides for three referees, to be known as impartial chairmen. Any one of the three may be called upon to act as chairman at any time. The agreement provides for the immediate hearing of grievances, as under the old agreement it often happened that the single chairman would have duties elsewhere, and could not be secured to act immediately. The impartial chairman must render a decision at the conclusion of any hearing and is not allowed to ask for briefs or data for consideration, as heretofore. The Union is also required to submit its evidence upon any matter in dispute within twenty-four hours after a complaint has been filed.

The new agreement is continual, or automatically renewable on September 15th of each year. If at any time either party desires any modification it must advise so in writing. If the difference remains unadjusted by June the matter must be submitted to the Board of Arbitration, and if the Board is unable to reach a decision it must be left over to conferences between the Union and the Association.

There are, however, in the trade a number of shops located up in Harlem and down on the East Side, which have not signed up yet and very likely, will cause some trouble. The Harlem employers are forming an association of their own, and are putting up quite a bold front. The union is, however, determined to have the trade uniformly organized in all parts of the city. Two mass meetings have been arranged to take up this problem with the membership and decide on whatever measures it may be necessary to bring these employers into line.

MEETING OF REJOICING AT PHILADELPHIA

Peace in the Philadelphia cloak industry is finally at hand. With the settlements accomplished last month between the Union and the
two manufacturers' associations the spectre of
strike and unrest has been definitely removed.
The local officers are now busy with internal
organization, determined that the fruits of their
victory shall be of a lasting and productive
nature.

A mammoth mass meeting was called by the
Union on Monday, September 15th, for the pur-
pose of voting on the terms of the settlement.
Both the Academy of Music and the Horticultu-
rural Hall had been engaged to accommodate
the big crowd. The expectations of the officials
of the Union were fully justified. Ten thousand
men and women gathered in the halls and the
huge assemblage was converted into a meeting
of rejoicing.

The principal speaker was Samuel Gompers,
President of the American Federation of Labor,
who brought the audience to its feet repeatedly
with enthusiastic demonstrations. President
Gompers told the workers that their success
was only an incident of the great movement
against the injustice and oppression heaped
upon the working people of the world, and
urged them to lend their aid in every struggle
of labor until victory is won throughout the
country. The greatest responsibility upon the
shoulders of a victorious union, he said, was
in the hours of victory.

Director of Public Safety Porter, the man
whose influence was so strongly instrumental
in averting the strike in Philadelphia, and
who is the prospective impartial chairman of
the trade, congratulated the workers upon their
victory. He stated that while rejoicing with
them he also represented the manufacturers.
He was glad to say that the conferences be-
tween the two bodies were conducted in a fair-
minded manner and that: future differences
would doubtless be adjusted satisfactorily.

Among the other speakers were President
Schlesinger of the International Union, B. Vla-
dek, manager of the Philadelphia branch of
the Daily Forward; James A. Maurer, presi-
dent of the Pennsylvania State Federation of
Labor; H. Weinberg and Max Amidor, presi-
dent of the Joint Board of the local unions.

UNIFORM STANDARDS ASKED OF EMBROID-
ERY MANUFACTURERS

The following letter was submitted to manu-
facturers of embroideries in New York and
New Jersey, by the International Union.

To the American Embroidery Manufacturers' Association and to all Employers in the Lace
and Embroidery Industry in the States of
New York and New Jersey:

"Gentlemen:—The organized embroidery
workers of the States of New York and New
Jersey, after a careful canvas of the situa-
tion, have reached the conclusion that the in-
terests of all parties concerned require a speedy
adjustment of the relations between the em-
ployers and employees, on a basis of a fair and
uniform arrangement for the entire industry in
both States.

"At present conditions with reference to
hours of labor, scale of wages and sanitary
surroundings, differ materially within the va-
rious shops in New York and even more radic-
ally between the shops in New York and
those in New Jersey.

"These conditions have a very deplorable ef-
fect on the trade generally and on the condi-
tions of the workers particularly. The em-
ployer who pays starvation wages to his em-
ployees, who works them unreasonably long
hours and conducts his business in a cheap
and unsanitary shop, forces the fairer-employer to
lower standards of work. As a result, the em-
ployers are engaged in unfair and demoraliz-
ing competition and the condition of the workers
has fallen far below the point of endurance.

"The only way to remedy this intolerable sit-
uation is to introduce uniform, definite and
reasonable standards of work throughout the
trade. We propose to establish such standards
on the basis of a reasonable reduction of work-
ning hours, a reasonable increase of wages based
on a uniform method of determining them, a
provision for a minimum standard of safety
and sanitation in the shops and a provision
for payment of five legal holidays for the week
workers.

"We shall be glad to discuss our proposition
with representatives of your association and
to enter into a formal agreement along these
lines with your association collectively or with
employers individually and will thank you if
you will signify your intentions to us on or
before October 1."
part of a foreman which was in direct violation of the Protocol. Thereupon the clerk of the Association refused to go out on cases with the representative of the Union. A special meeting of the Association had been called at which the manager of the Boston Joint Board, Brother Ab. Horsch, was invited to meet the executive committee of the association and lay the claims of the workers of that shop before them. The workers were found right in all of their contentions and the incident created a very favorable impression among our people in Boston.

Another case was that of an employer who discharged his shop chairman claiming that the latter had insulted him. The workers of the shop refused to work without their shop chairman. Again the clerk of the Association refused to go out on cases, but when the Union protested strongly the clerk was once more instructed to resume his work. Shortly afterward all traces of friction were wiped out and both sides are at present working on good terms.

The Boston Joint Board has decided to appoint another business agent, so as to make shop controlling more effective than heretofore.

Brother Kurland, Vice President of the International, is doing his best to revive the Boston Ladies Tailors, No. 36. Local 49, the Waist Makers of Boston, have appointed an organization committee which is to call a mass meeting in the near future.

Local 75, of Worcester, has lately started an agitation among the girls of that town who work in the numerous white goods and waist shops. A series of meetings was arranged for the end of last month which proved a success. Miss Pauline Newman of New York has spent a few days in Worcester in connection with this agitation.

HARMONY RESTORED IN CINCINNATI

For the last few weeks reports have been reaching this office of internal difficulties in our Cincinnati local. The trouble came largely as a result of the unorganized cutting department of the biggest place in that city—the Bishop firm. This firm has employed a lot of girls on the "team" system and none of them belonged to the Union. Cincinnati has a few large cloak firms and a goodly number of small houses. The workers in the bigger shops have steadier work and other minor advantages.
over the people of the small shops. The Joint Board of the Cincinnati locals has sent an ultimatum to the Bishop firm anent this matter, couched in no uncertain terms, but the ultimatum was strongly opposed by the people of the Bishop shop, who did not think the time was quite propitious for threats and demonstrations.

The Bishop workers were accused by the shop, of the lack of loyalty of the Union and of a desire to dilly-dally and dodge the question of the organizing of the cutters. They replied calling attention to their excellent standing as union people heretofore and pointing to a clean and deserving record. Brother Martin, our organizer in the Middle West, happened around Cincinnati that time and tried to take a hand in the matter, but without success. After all, the pivotal question was the organization of the big cutters’ room of that house. Either side might have been right or wrong, but the firm is refusing to allow the unionization of their cutters was certainly set in the right.

Of course, the organization has meanwhile suffered. Brother Samuel Glassman, Vice President and organizer for Chicago was ordered from the general office to proceed to Cincinnati and investigate the situation. He spent a few days and after several attempts reported that the presence of, one of the general officers was necessary to restore the former good feeling and peace in the locals, and that meanwhile, at the request of the cutters’ Local, the Joint Board had consented to delay action on the ultimatum.

Thereupon Secretary Signon proceeded to Cincinnati and in conjunction with Organizers Martin and Glassman succeeded in bringing the two factions together. All were anxious to have the Union intact, and the understanding was that the cutters of that shop must be unionized and the feeling of spite and reprisal between brother and brother be once for all eliminated. Brother Samuel Glassman was ordered to remain there until normal conditions were restored, while the task of organizing in Cincinnati was left to the International.

LADIES’ TAILORS, LOCAL NO. 47

This local is a compact, small body of men, most of them department store workers, and shop troubles are not rare. There are shops in Denver where the tailors, though members of the Union, do not yet work on the week work system which is the requirement of Union conditions in the town. By working piece-work they earn much less, while working longer hours. Naturally the system is fraught with danger to the better shops. The union contemplates a campaign for equalizing conditions in the trade, which may mean a strike in a few places. It is to be hoped the employers will court a peaceful solution of the problem for their own sake. The Denver Ladies tailors are determined to achieve in their town what other workers have achieved in other places; namely, equal conditions for equal work in all the shops.
permitted and good sanitary conditions are provided for.

This is a record for any local to be proud of, and we hope that all our organizations, especially those located far away from the big centers of the trade, will take heart from this record and try to emulate it in every way.

**OUR REJUVENATED LOCAL, NO. 101**

Sometime ago, about a year or so, we had a local in Richmond, Virginia, Ladies’ Tailors, No. 101. As is often the case with small country locals, this one, consisting of a few dozen men, suddenly began to diminish in numbers and finally became silent. We did not hear from the local for a long while, until last month when a communication reached us from that town that the small but loyal membership of Local, No. 101, which, through lack of work had been scattered from Richmond for about a year, is again working at the shops and they want to be permitted to meet and do business as old local, No. 101. The request was granted and now the local has started a thorough canvass of the town, determined to have every women’s garment worker enrolled in the union.

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**A LINE ABOUT PORTLAND, ME.**

New England has for the last few years become a center of the ladies garment working industries. We always knew that there were a number of such shops in Connecticut and Massachusetts. Now Maine, comes to the limelight with a big waist factory in Portland, the Coronet Waist Company, with New York offices as well.

But as the old proverb has it, “if the well will not come to the prophet, the prophet will come to the well.” You need not be surprised, if you hear one of these days of a Waistmakers’ local in Portland, Maine. Our Union, fortunately, has no section boundaries and wherever ladies’ garments are being made, whether in Texas or Maine, there is room for a local of our International.

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**Organizing Activity In New Jersey.**

**By HARRY DUBINSKY**

Those who have not had personal experience in organizing work in New Jersey can hardly have an adequate idea of the difficulties that lie in the way of an organizer out in that territory.

Most of the cloakmakers who work at present in the various towns of Hudson County, such as Jersey City, Hoboken, West Hoboken, Union Hill, West New York, North Bergen, Marion and Greenville, live in Greater New York. A large number of these workers are in good standing with the union. Some of them, however, have done some scabbing on the strikes that the International Union has conducted for the last four years. A few have even been closely associated with the scab agency, and a few belong to the clan of those irresponsible who do not feel quite comfortable under the discipline of the Union.

The local employers likewise belong to the worst element in the cloak trade. Not so long ago these fellows held sway as contractors in Brownsville, Brooklyn, Harlem and on the East Side. They have begun to invade New Jersey in large numbers after the sub-manufacturers strike of a year ago, with their select crews of workers, and found New Jersey a veritable paradise for their enterprise. No doubt, they have struck a most desirable spot for their activity, particularly in Jersey City and Hoboken.

Not so long ago Jersey City was a prosperous and very busy town. The Pennsylvania railroad gave the city a good deal of its life and business. After the Pennsylvania passenger center was removed from Jersey City to 33rd Street, New York, the city lost a good deal of business. Real estate began to slump down in values to an alarming degree. There is a rich banker in Jersey City, who owns a lot of real estate, most of which was unoccupied until late. He is one of the largest taxpayers in the city. With the advent of the cloak sub-manufacturers his properties began to fill up. Naturally enough, he is able to line up for his tenants considerable political influence.

The laws of New Jersey are none too friendly to unions as they are. But the right to organ-
he and to picket during strikes is written on the Jersey statutes as well as in most of the other states. However, the ingenuity of the local authorities is never baffled. When they cannot arrest you on the charge of picketing they gather you in on the ground of loitering, disorderly conduct, vagrancy, highway obstruction, etc. Of course, they may never convict you, but that is not important. What is important for them is to get you out of their way temporarily at least and have you waste your funds in litigation and fines.

In spite of all this, our work in Jersey goes on successfully and our office in Jersey City is doing a big business. Workers are coming with complaints and they are being attended to, shops are being organized and what is most important, prices for garments have been increased everywhere through the activity of our office. Many of the employers, in order to ward off the possibility of their workers going to the Union, raise prices without much ado, which is so far satisfactory. This will cease to make New Jersey the place for cheap labor.

Within the last few weeks six of these contractors moved back to New York and a goodly number are on the way to move. It seems to be their opinion now that if they are bound to have union shops they might as well have them in New York. One thing is certain—New Jersey is becoming a more favorable place for organizing work at present. It was very hard to approach the isolated places in the villages at first, but once the number of shops grow larger the presence and influence of the unions must assert itself.

Besides the cloak shops there are in Hudson County a number of unimportant waist, white goods and kimono shops. A large number of these factories are also found in Newark employing from 8,000 to 10,000 people, most of them American girls. For three weeks we have carried on among them an agitation, by means of circulars and personal persuasion. But since July little was done there, as most of our efforts were concentrated in Hudson County.

But the summer agitation has "after all brought good results. The shops are beginning to talk unionism, and the discontent of the girls with their working conditions is becoming more and more pronounced. When we shall have permanent organizers in Newark we are positive that the great majority of these girls will be organized. After all, to expect too much of New Jersey now, after a few months of organizing, is premature. A section which is so permeated with scabbery like this part of Jersey does not yield to organizing as quickly as other more favorable places. We should like to point out the following instance:

A waist shop went down on strike in New York City. The employer shortly after opened a shop in a town near Elizabeth. A committee of three girls and one man went out to try to organize the shop. No sooner did they have a chance to say a few words to the shop people than they were all arrested. The judge freed them on condition that they never set foot again in that city.

However, now this part of the work is made a good deal easier. The union has engaged a prominent attorney, State Senator Egan, as its lawyer, and we expect that our rights under the laws of New Jersey will henceforth be more respected. The general feeling in our sphere of activity in New Jersey is quite optimistic, and we expect that our International will make New Jersey much less of a paradise for those employers, large and petty, whose sole aim in life seems to be to crush and exploit the workers.

What we need, however, is the strengthening of our forces here and devoting more attention to the work than heretofore.

The Situation in the Embroidery Trade.

There is no question that the embroidery trade is in a deplorable condition, regardless of the art and skill that is attached to it. Hence the unions now affiliated with the I. L. G. W. U., as Locals No. 5 and 6 are determined, with the aid of the parent body, to bring order in this trade and standardize the prices.

The prices for stitchers vary from 18 cents to 50 cents, and sometimes one can find two mechanics of the same ability; one is working at the rate of 12,000 stitches a day, while the other runs as high as 28,000 and 30,000 stitches a day for the same pay. There is no understanding as to piece or week work. This rests entirely in the hands of the employer.

And in regard to the auxiliary workers there is more chaos yet. The wages of a watcher, who must be very careful and handy, vary from $5
to $12. The shuttle boy or girl, though they work very hard and long hours, are not considered at all, and sometimes $3 a week is enough for these children. Even the weavers who sometimes have to make full designs on a plain machine are poorly paid, from $6 up.

The hours are likewise unsatisfactory. Sixty-five hours is not considered by some employers excessive as the day's work.

These are the miserable conditions that Locals 5 and 6 with the aid of the I. L. G. W. U. desire to change. Failing a settlement with the manufacturers a general strike to improve conditions may be resorted to.

We want 50 hours a week; a standard of prices for stitchers and helpers; abolition of night work; no Saturday afternoon and Sunday work; five paid Legal holidays and the full recognition of our union.

EaRLY BEGINNINGS OF THE TRADE.

Some ten or twelve years ago emigrants from Germany and Switzerland brought the embroidery trade to this country. Prior to that time embroidery had been an entirely imported article. The machine was then very small and gave poor results. Six or seven yards of goods could be stitched at the rate of 7 or 8 thousand stitches per day.

There was no question of exploitation at that time, it was purely a family occupation. The father used to stitch and the rest of the family helped him along. But gradually, with the increasing immigration from countries referred to, the trade quickly developed. The hand-machine industry could not supply the demand of the domestic embroidery manufacturer.

Gradually a new 12 and 15 yard machine was imported, with 18 hundred needles working at one time, with a speed of over a hundred volts.

A stitcher can not divert his attention for a moment; he must absorb himself entirely in the work. He must strain all his ability to drag the long machine with the hundreds of needles over the designs. The helper has to run from 12 to 15 yards, there and back, carefully watching the machine in hundreds of places. The work of the present day is hard and strenuous. A system of perfect exploitation has been brought in by astute manufacturers. Big factories employing hundreds of people are now in existence in the United States. Importation has been reduced to a half. The tendency to concentrate the entire embroidery trade in America is very strong.

It remains for a strong labor organization to improve conditions, to regulate the hours of work, to standardize wages and to bring the embroidery workers of America to a consciousness that they are not absolute slaves of the needle.

S. SEIDEL,
Manager of Locals No. 5 and 6.

Machinists' Union Give Thanks

RESOLUTION adopted at the installation meeting of the Sewing-Machine Mechanics' Alliance, Lodge No. 725, International Association of Machinists, held at Clinton Hall, No. 1313 Clinton Street, New York City, on September 3rd, 1914.

WHEREAS, the organizing of the Sewing Machinists in New York was accomplished successfully with the aid of the following newspapers: Neue Zeit, New Post, Gleichheit, Daily Forward, New York Call, Volkszeitung, Ladies' Garment Worker, Ladies' Garment-Cutter, Garment Worker and Freie Arbeiter Stimme, which willingly published articles and news items, and whereas the organizations publishing them in addition adopted favorable resolutions, and assisted us in many ways.

THEREFORE, be it resolved that we express our thanks and gratitude and send a copy of this resolution, to each of the above-mentioned newspapers and organizations.

REUBEN JACOBSON,
Secretary.
Apparently it is not quite an easy matter to find an impartial person these days when most everyone is taking sides and forming strong convictions for one or the other side. We are referring to the efforts of the organized waist industry to find an ideal umpire for their trade troubles, efforts which have as yet not been rewarded with success. Of course, the man will be found to suit both sides eventually, but that merely goes to show that the woods are not quite full of big men of an "impartial" caliber.

The Protocol division of the Union is now kept busy with the cleaning up of its calendar of a lot of old cases that have been accumulating for a year or so. According to Brother Felakoff, manager of this division, there are now about 182 such laid-over cases, and he expects to have them all off his hands in about two weeks. There's over $2,100 in back pay which manufacturers owe to the Union, aside from various complaints relating to unjustifiable discharges, settling of prices and disciplinary action against manufacturers who have not obeyed the decisions of the Grievance Board. In view of the coming into existence of the new committee of Immediate Action, the clearing of the decks is quite an important matter, as the Union does not propose to have any more cases left over in the future.

The question of a sick benefit fund has again been taken up. The Executive Board was instructed to work out a plan and have it submitted to a meeting of shop representatives of every factory in the city to pass upon and give it their sanction.

Vice President Ab. Baroff, manager of the independent division of Local, No. 29, has a big story to tell about the organization campaign now being carried on in his division. At the last general meeting of the local a committee of 40 girls and men was organized. Organizers Silver and Yudel were detailed to supervise their work. This committee, all of whom are working during the day in their factories, have adopted energetic methods of campaigning. They work in groups of 15 or 20. They usually get to the non-union shop at 7:30 a.m. and invite the people to come to the office of the union. Then they meet them on this same day at 6 p.m. and, as a rule, they succeed in getting them over to headquarters. In this way over thirty shops, consisting of from thirty to 150 employees have been organized—people whom it was heretofore very hard to organize.

Trade conditions are not very bright. The
European situation is said to have affected the trade, and the fall season is not what it would have been under ordinary conditions. Yet the rank and file do not feel disheartened.

Miss Bessie Switaky, one of the old members of the Waist & Dress Makers' Union, has a career of union activity behind her that many a "mere man" might well envy. In the first place, she was a member of the strike committee of the memorable struggle of waist-makers of 1909, which attracted world-wide attention. From that time until 1913 she continued to be a member of the local executive board. In the strike of 1913, which resulted in the protocol for the waist and dress industry, Miss Switisky was a member of the settlement committee. She was one of the twelve delegates of Local, No. 25, to the International convention held in Cleveland last June. At present she is a trustee of the local and the shop chairlady in her shop—a record to be proud of.

**W**RAPPER AND **K**IMONO **M**AKERS, **L**OCAL **41**

We are glad to be able to report a brighter account of doings in the Kimono Workers local for this month than for a long time in the past. The setback that this particular trade has had in the last year has caused a great deal of suffering among the membership and scattered many shops, but in spite of all the girls of this organization have weathered the storm and are now on a fair road to recovery.

Particularly the inside shops in New York, which have not paid their dues in a long while, are waking up. The fact that practically all of the employers in the inside shops have paid the girls for Labor Day has had a salutary effect on the local. It reminded them again that they have an organization and that they owe it a great deal more than they have given to it lately.

An important piece of news for the Kimono workers is the fact that the general office has granted them the services of an organizer. The man will be selected from the field staff of the International Union and put to work very shortly. This promise has put a lot of life into the more active girls of the Union. The Executive Committee has decided to constitute itself into an organization committee and is now on hand every evening at shop meetings, boosting the local at its weakest points; namely, Brownsville and Brooklyn. Naturally enough, the income of the local has increased proportionately.

Another interesting feature is the fact that a number of contractors who went away from the Union last year into nearby small towns are coming back to Brownsville. The Union is planning two mass meetings, one for Brownsville and another for New York for the near future. A couple of months longer and the big season in this line will commence. The girls are determined to have every man and woman in the trade enrolled in the organization by that time.

**C**HILDREN'S **D**RESS **M**AKERS **L**OCAL, **N**O. **29**

September was a month of good work and encouragement in the Children's Dress Makers’ Union. Apparently, the decision of the better members of the local to put the Union on its feet, and do it quick, is being carried out by them in earnest, and surely they deserve these good words for it.

The Brownsville shops, with the exception of a few that are being tackled at present, have been all reorganized. There the good old spirit is back again and this branch, the "cradle of the union," is again becoming the backbone of the workers in the trade. The New York shops are picking up as well and many shops which were neglected are coming to life. Efforts also have been directed at the Italian shops in Brooklyn. The general office has for the last few weeks employed Charles Rizuto to agitate among the Italian girls of that section and it is beginning to bring results.

The local had two mass meetings last month and both were very successful from the attendance point of view as well as for the spirit that prevailed. One was at the Brownsville Labor Lyceum at which Miss Pauline Newman and Sol. Metz were the principal speakers. The other was at the Forward Hall, on September 25th. It was addressed by President Schlesinger, B. Weinstein and Saul Eistlein, who formerly had been manager of the local.

The local had called a meeting of chairladies in New York at which over 20 girls reported. It looked like old times again. They discussed plans for further organization work. The income of the local has materially increased in the last month.

The local has also had a strike on hand. The firm of Marvin and Abramson, members of the Association, began to discharge their
workers right and left. When complained about they withdrew from the Association and defied the Union to act whichever way they pleased. So about thirty girls went down, including the cutters. After a strike of two weeks the firm dismantled its plant and quit New York. But the Union is not at all satisfied with merely having chased this employer out of town. They are hot on his trail and when they locate him it is questionable whether out of town girls will be found so very willing and ready to work on their New York sisters.

WHITE GOODS WORKERS UNION, LOCAL NO. 62

The white goods trade is becoming active. According to Samuel Shore, manager of the local, many shops which were almost "dead" for months because of the slack times have been coming up to the offices of the Union in a body. Every one of the officers is kept busy with this work of reorganization and numerous shop meetings are held every night.

The girls are dissatisfied with some of their conditions and are determined to have them modified. The question of the shops where the workers are divided, as it were, into two camps, union and non-union, have to be settled, so that a clean unionization of those factories should follow. This dissatisfaction has stimulated interest in the union to a great extent. A big mass-meeting at Cooper Union has been arranged for November 5th, at which prominent speakers will voice the demands of the girls at the approaching expiration of their contract with the Association. This meeting is expected to bring out the entire strength of the White Goods Workers' Union, and will be of great importance to the local in more than one way.

The union has at present a strike in Newark, N. J., in the shop of Alerson and Company. This firm has a union shop in New York, but chooses to operate one with non-union conditions in New Jersey. When the girls in Newark found out the difference between a union shop and an open one they hesitated very little and went down. With the assistance of the New Jersey office of the International the girls are holding out firmly. Strike benefits are being paid regularly by the local, and if it is an endurance fight between the Union and the firm, the local is ready to stand the situation, especially now that the local has assurance from the New Jersey attorneys of the International that their members will be accorded legal protection of their rights before the police and the courts.

An interesting case has occurred in the shop of Apt and Zuckerman last month. The girls have taken a certain garment at a price which was lower than what is usually paid in that factory. When they found out their error they had to bear the loss, as the firm stated that if the girls had told them at the outset that they were not willing to take the garment, they would have rejected the order. When, however, the garments were offered to them again at this price the girls refused to do the work. This refusal was construed as a stoppage by the Association who advised the firm to discharge the girls. The controversy was finally brought up before the Grievance Board at which Brother Secretary Signor of the International was present. The girls were all ordered reinstated, and they have won their point on the question of their right to refuse to work in such cases of lowering of prices.

LOCAL 15, WAISTMAKERS OF PHILADELPHIA

Local, No. 15, has been in a state of inactivity for a considerable time. With the livening up of things in the cloak and suit unions in Philadelphia, a ray of hope has finally stolen into the waist shops of that city. Of course, it is hard plugging and a long, weary way. But an unorganized waist trade in Philadelphia now would be an anomaly. The workers there feel that no matter how difficult the road may be, the girls in the waist trade must be organized. On Friday, September 11th, a mass meeting of the members of Local, No. 15, was called and the foundation for aggressive organizing work was laid. We expect to hear more of that local in the future. The cloakmakers of that city, flushed with recent victory, are expected to give the girls a helping hand in building up their Union.
Kalamazoo Corset Co. Breaks on Union Wheel

On the morning of February 27th, 1911, one of the employees of the Kalamazoo Corset Company came out of the office with a disappointed expression on her face. When asked to explain the cause by her co-workers, she replied that there was another cut in wages. This unpleasant information spread like wildfire among the thousand employees of the corset factory. The deficit between what they have earned at the shop and the cost of living was big enough as it was, and the ordinary corset girl had to look to some one in their families, who was lucky to earn a little more, to have it covered. The indignation that followed the announcement of the new was intense, and in a spasmodic outburst they stopped work and marched out of the factory.

A few of the girls, who had heard something of trade unions from their friends and folks, began, as if instinctively, to grope for an organizer who could take care of their spontaneous strike. Several of the labor leaders of the town came to their help and they gathered the strikers in for their first meeting. Right there the nucleus of an organization was formed and temporary officers elected.

The sympathy of the people and even of the newspapers were on the side of the girls from the start. The papers published strike editions and donated them to the strikers and within two hours after the strike the girls were selling these papers on the street and the money was turned over into the treasury.

The strike was a remarkable success. Within a day the obtinate manager of the big factory was brought to terms and the workers went back to work under a contract signed in the presence of two of the most influential labor leaders of the city. Shortly after that, Josephine Casey, came to Kalamazoo and organized the girls on a permanent basis as Local 82, Corset Workers of Kalamazoo of the International Union.

THE SECOND WALKOUT

The month of March of the following year, 1912, saw some stirring events in Kalamazoo. The contract of the Corset Workers with the Company was expiring and negotiations for its renewal were being carried on. The girls presented very modest demands, and both the union people and the general public believed that a strike could be easily prevented through reasonable concessions.

The main demands were a reduction of hours from 59 to 54 per week, adjustment of prices by price committees, on a basis of 30 cents per hour and fixing the minimum wage for women workers at $7.00 a week. But, as it appeared, the big corset company, which had been compelled to recede from its position only a year ago and capitulate to the workers, failed to profit by that experience. It went back on its stand of 1911 and refused to recognize the Union which its own stubbornness had created.

Of course, the corset workers went down. The employers threatened to move the factory out of Kalamazoo. But the workers having tasted the fruits of unionism and having realized that common action alone can save them from the whims and fancies of the employers hung together in defense of their rights. The company maintained a despotic attitude and Hatfield, the President of the factory, summed up his position in the now historic phrase of some of our industrial barons—"nothing to arbitrate." Moreover, just as soon as the demands of the workers were made known to the manager of the company he proceeded to single out and discharge the most prominent among the union people, many of whom had been in its employ for years.

PRAYER VS. INJUNCTION

To set off the effect that the remarkably efficient system of peaceful picketing by the strikers had on the fight, the employers asked for and got a sweeping injunction restraining the workers from picketing the place—quite a usual capitalistic weapon in the annals of Labor's struggles. This uncalled for means of combat had the opposite effect; it strengthened the sympathy and the support which the workers of Kalamazoo and of the entire state of Michigan were giving the girls. The strikers then adopted a very novel method of fighting the order which enjoined them from picketing. They congregated in front of the factory every day in masses and stayed there for hours offer-
OCTOBER, 1914

high and every fair minded man and woman in Kalamazoo, let alone all the union men in town were rallying to the support of the striking women in every way and manner. Miss Gertrude Barnum and Pauline Newman, then organizers for the International Union, were called into the situation to help conduct the fight.

**THE COMPANY'S PERFIDY**

In June the strikers were still out of the factory. The number of scabs inside, coupled with drastic measures of the police and the courts, had done a good deal towards the postponing of the day of reckoning for the company's greed and avarice. Early in July a conciliation board formed by a committee of citizens succeeded in effecting a settlement with the company which provided for taking back of all their strikers by July 17th and establishment of clean shops and harmony between the employees and the firm. However, the assertion of the union people that the company had not been sincere in its promises was fully borne out when the "temporary" injunction was six weeks old, the leaders of the strike decided to begin picketing anew, as it was becoming clear that the further curtailment of their rights to walk the sidewalks of Kalamazoo was too much of a contradiction with their rights as citizens. But the police and the authorities were relentless. A group of women was arrested and were sentenced to jail terms ranging from five to thirty days. These sentences were brought about largely through Miss Casey's seething revelations of the disgraceful conditions at the factory, which have so exasperated the employers and shocked the fine sensibilities of their backers, the guardians of the law. Among the incarcerated women were three elderly persons, and, of course, the resourceful Josephine Casey herself.

Meanwhile the strike went on unabated. The jail sentences did not seem to cow the valiant spirit of the women. Some well meaning persons in town tried to intervene, and effect a settlement. But the proposed terms did not even as much as approach the primary demands of the strikers, who contended for a living wage as the first essential in the establishment of moral conditions for the girl and women workers. At the same time a proffer was made by the authorities to have Miss Casey and the others admitted to bail, but, although pale and worn out, they stoutly refused to accept it. Excitement and indignation in the city ran pretty high and every fair minded man and woman in Kalamazoo, let alone all the union men in town were rallying to the support of the striking women in every way and manner. Miss Gertrude Barnum and Pauline Newman, then organizers for the International Union, were called into the situation to help conduct the fight.

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THE BEGINNING OF THE END.

The crusade of publicity had been started first by Miss Gertrude Barnum, and when she was called away to do other work, in the big women's strike in New York in the winter of 1913, a committee of strikers armed with facts and an inexhaustible amount of zeal and energy started out on a long tour throughout the land. The committee went from town to town, speaking at meetings arranged by unions, addressing congregations from pulpits, visiting newspaper offices and working incessantly for the cause which had started them on their mission. They visited hundreds of merchants, big and small, and met invariably with responsive attention everywhere. The appearance of these girls, strikers themselves, in the cause of the corset strikers of Kalamazoo, bespoke sympathy and support for them. It was a tardy, wearing work, but it brought wonderful results. The barons at Kalamazoo began feeling the effect of this propaganda in a remarkable way and spasmodic efforts were made by them to offset the result of the widespread publicity and agitation. The product of their factory became an article that was very little desired on the shelves of the merchants. Orders were being cancelled daily and together with the cancellations the company was beginning to lay off hundreds of their strikebreakers. After a year and a half of publicity a group of a few girls succeeded in driving the big Kalamazoo Company out of business. These girls succeeded because they went out for a right and true cause and the masses of the people lent them an eager and attentive ear.

When the indefatigable committee—Miss Belle Yoant, Miss Eva La Porte and Miss Clara Pierson—finally reached New-York in August of this year they found that their effective labors were at an end and that little was now left of that organization of greed and obstinate injustice, the Kalamazoo Corset Company.

THE SEQUEL

On September 14th, there appeared in the daily press of New York the following notice:

"United States Judge Clarence W. Sessions, late Saturday afternoon appointed receivers for the Kalamazoo Corset Company, following the filing of a bill in equity against the company by its creditors."

Letters To The Editor.

ELECTION OR APPOINTMENT.

Editor "Ladies Garment Worker"—With delight I have read your encouraging invitation to the members to participate in the discussion on the question, whether it is better that the business agents of the Coat and Skirt Makers' Union and other local unions should be elected by the members of their respective locals or be appointed by the Joint Board or the District Managers. Although I read the editorial pertaining to this question over and over again, I couldn't find your arguments substantial enough to shake my opinion about the present system of electing business agents.

Some of the candidates for business agents might have a better chance to get in if your proposed system, the appointment of business agents, were installed. But we all know that real Democracy isn't for the purpose of profiting some individuals. The present democratic system of electing business agents with all its defects might, with our cooperation and assistance, develop into a good one. Let us devise ways and means by which we should abolish the evils of the present system. Even under the present system of election the Joint Board has some control over the elected business agents and may remove those who don't comply with its demands and wishes. The resignation signed by the candidate for business agents enables the Joint Board to punish those who are guilty of inefficiency or incompetence.

The small percentage of members partici-
rating in the last election can’t be used as an argument against the present system of election; it cannot be attributed solely to the lack of interest in the organization; but, partly to the fact that the members having been out of work for the last few seasons were in arrears with their dues in time of election. Most of the members were not allowed to vote for this reason. We should extend the limit of time declaring a member to be not in good standing when our people are most of the time out of work.

SAN ROSEN,
Local No. 35.

EDITOR’S NOTE: If our correspondent has not been convinced it is possibly due to his inability to free himself from the habit of thinking that ELECTING is democratic and APPOINTING is not. In order to be convinced it is necessary to approach any subject with sympathy.

Brother Rosen’s strongest argument is that discontented members will have a chance to say that by a system of appointment they will be deprived of their rights. True, one can never satisfy a certain sort of discontented people. The majority of the members, however, are not so stubborn and they can be made to see that a system of appointment is for their benefit and for the good and welfare of the organization.

Brother Rosen is of the opinion that appointing business agents will benefit individuals. How he comes to that conclusion he does not make clear. But in order that our members may not be misled by his error we should say that when a competent man is appointed for an office it is for the benefit of the organization rather than for his benefit. Experience has shown that competent people can derive better advantages in other callings than from holding an office in a union.

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DO NOT BUY ANY SHOE no matter what its name, unless its 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.
udedליריהטנאראטסוהאופק

דער דער פון די מיטעלאטער קלאןמאָפער

עד דער וען מון דיי פילארטער קלאןמאָפער

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תאָрабאוּרַך
## Directory of Local Unions [Continued]

<table>
<thead>
<tr>
<th>Local Union</th>
<th>Office Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toronto Skirt and Dressmakers</td>
<td>423 Sackville St., Toronto, Can.</td>
</tr>
<tr>
<td>Chicago Ladies' Tailors</td>
<td>1145 Blue Island Ave., Chicago, Ill.</td>
</tr>
<tr>
<td>Boston Amalgamated Cutters</td>
<td>8 Lovering Place, Boston, Mass.</td>
</tr>
<tr>
<td>Toledo Cloak and Suit Cutters</td>
<td>1922 Lagrange St., Toledo, Ohio</td>
</tr>
<tr>
<td>St. Louis Cloak Operators</td>
<td>Fraternal Bldg., 11th and Franklin Aves.</td>
</tr>
<tr>
<td>Bridgeport Ladies Tailors</td>
<td>67 Olive St., Bridgeport, Conn.</td>
</tr>
<tr>
<td>Chicago Cloak and Suit Cutters</td>
<td>900 N. Home Ave.</td>
</tr>
<tr>
<td>Kalamazoo, Mich., Corset Workers</td>
<td>917 Newmaier St., Kalamazoo, Mich.</td>
</tr>
<tr>
<td>Toronto Cutters</td>
<td>101 Dundas St., Toronto, Can.</td>
</tr>
<tr>
<td>Buffalo Garment Workers</td>
<td>2597 N. 6th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>Toronto, Can., Cloak Pressers</td>
<td>35 Buffalo St., Buffalo, N. Y.</td>
</tr>
<tr>
<td>Cincinnati Skirtmakers</td>
<td>101 Spadina Ave., Toronto, Can.</td>
</tr>
<tr>
<td>Pittsburgh Ladies' Tailors</td>
<td>319 W. 15th St., Cincinnati, Ohio</td>
</tr>
<tr>
<td>Providence Ladies' Tailors</td>
<td>1919 Ladies St., Pittsburgh, Pa.</td>
</tr>
<tr>
<td>Montreal Raincoat Makers</td>
<td>26 St. Cecile St., Montreal, Can.</td>
</tr>
<tr>
<td>St. Louis Ladies' Tailors</td>
<td>473 N. Main St., Providence, R. I.</td>
</tr>
<tr>
<td>Stockton, Cal., Ladies' Tailors</td>
<td>Fraternal Bldg., 11th and Franklin Ave.</td>
</tr>
<tr>
<td>Fall River Ladies' Garment Workers</td>
<td>20 St. Cecile St., Stockton, Cal.</td>
</tr>
<tr>
<td>Omaha, Neb., Ladies' Tailors</td>
<td>200 State St., Fall River, Mass.</td>
</tr>
<tr>
<td>Montreal, Can., Ladies' Waist Makers</td>
<td>1057 De La Roche St., Montreal, Can.</td>
</tr>
</tbody>
</table>
大大提高国药的竞争力

备选方案包括

1. 强化研发，提升产品品质
2. 扩大市场，拓展销售渠道
3. 优化管理，降低成本以提高利润
4. 提高服务质量，增强客户满意度

在实施这些方案的同时，应考虑以下因素：

- 市场需求变化
- 竞争对手的动态
- 技术进步的潜力
- 政策环境的影响

通过综合分析，制定出最佳策略，以确保国药的长期可持续发展。
פריטים ואילו כלא detalys איש если פילטרפיא

שאלה: איזו יריבו אוזן"ו ומעש, ואיזו ממשלתקי תירגו לא ידיע כלא

דילק טקסט כדי יוניל רכזת האב דרך ארץ מיניש פירמה ניצוץ: 1. ראש

"א"ן י"ו

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עד לציוןzimmer והקר denne

סָרָפְרִיִּים: יְרֵאֵנוּ גֵל טֵרָע וּטְקִיף דָּם גֵּבֵירֵנוּ. תַּכְּלִיתָנוּ בֵּי יִתְרוֹ תְּמוֹנָה גֵּל טֵרָע וּטְקִיף דָּם גֵּבֵירֵנוּ. תַּכְּלִיתָנוּ בֵּי יִתְרוֹ תְּמוֹנָה.

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1914

אكتובר

הוושפם של סופיראטטזיר ותועדו
דבעצמתו והאפרה
מעון פארק 2

אקטובר

פואז

יש褶זז

וא ano שומרי כן תוד הוזיו

ל الموجودة בה further משה

להושפם של סופיראטטזיר ותועדו
דבעצמתו והאפרה
מעון פארק 2

אקטובר

פואז

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וא ano שומרי כן תוד הוזיו

ל中存在的 בה further משה
אוכות פרנאלגיים יעדן מ_PRIVAT

יינור סָפְמַכְרֶה

1914

מעفاء יוג' בירן ועוזי קֶסֶּנָן ותונר

אוכות פרנאלגיים יעדן מ_PRIVAT

יינור סָפְמַכְרֶה

1914
改革创新，民族复兴的主要内容

1. 创新是民族复兴的主要内容。
   - 创新是推动民族发展和进步的重要动力。
   - 创新能力的提升，是民族复兴的必然要求。
   - 创新是实现现代化、增强综合国力的关键所在。

2. 创新包含多个维度，包括理论创新、制度创新、科技创新、文化创新等。

3. 全社会要形成重视创新、鼓励创新的良好氛围，激发全社会的创新活力。
   - 政府要加大对科技创新的投入，为创新提供必要的条件和保障。
   - 企业要注重研发和创新，提高核心竞争力。
   - 个人要增强创新意识，努力提升自身素质和能力。

4. 创新需要全社会的共同努力和持续推动，只有这样，才能实现民族复兴的宏伟目标。

5. 创新是推动民族复兴的重要力量，也是实现中华民族伟大复兴的必由之路。
הגרונדנער מוספס פארא אירא

מד הגרונדנער 9 במעריביניס סראיעכי הגרונדנער מוספס, שידיו גראנטשאמע והרי

עד" פארא אירא. די יעדשהכון סערפדיען לוא יעדשהכון מוספס, 4 חיו וכסינן

איריצווען בברוכטן - די לעורע הולכער ווילן ויי האמש חזרע ווי הזזקה צי

ודאטע为导向ן אפמט והפייר, שיריא 3 דכארא איראלהבוך.
אין לי מידע על התוכן המוצג בתמונה.
בריכתנוקי פקארביאור

ארטנויולמוס האברון או ח"ט יש INCIDENTAL

כינה, הת"כ קובעת.

dווש ומכנס רכ ממקיק ח"ט ימזיק, ממקיק 'כן,recio האברון או ח"ט ש"ל ויש INCIDENTAL.

בריכתנוקי פקארביאור או ח"ט יש INCIDENTAL

כינה, הת"כ קובעת.

dווש ומכנס רכ ממקיק ח"ט ימזיק, ממקיק 'כן,recio האברון או ח"ט ש"ל ויש INCIDENTAL.
אני אפיזוטה ארצanos פארא אלקט דאנדא

אם תורייד ירימונט או קלינן וונית - או דקי פארנטפBalancer בס$selfך קים ונוקעך -
וזי די ויומנדי קרוי ולעד קסומריאלה פאר אಲקטד - מאנפרדסעם, אינ
והלקנה - אפלא והם לעוף וית איבסרן Sport.

ניאו איריסטוז פארא אלקט דאנדא

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איןができるようにותיערא yanלפייגנוםており מיירב

ומזכרה במפגש עם יריבים בתחום פיתוח jailed

וביצירת הטמפרמנט אבסידית

שלימינו את בלבד שמ الخارج הידועים במגמות

_Content_
אינו מה שמעונה וייתכן ואינו כך. האיום והגינויים הולכים וגדלים, עד שה העיקרים מתקרבים אל ומתוכנסים. איני מאמיןivating את אחרים, אני מאמינים ב绀ב בנותינו, מתוקף. אני רוצה spousesרשע, אני רוצה לשפר את העולם, אני רוצה שאנשים יﹺ مليون י עמוקים יותר, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גםאני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל også אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גםאני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גםאני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גם אני, אני רוצה לנהל גםאני, אני רוצה לנהל גם אני, אני רוצה לנהל גםאני, אני רוצה לנהל גםאני, אני רוצה לנהלגםאני, אני רוצה לנהל גםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני רוצה לנהלגםאני, אני ר^
די מייאלייסטה אין עבכלד את די מלכחה

מייאלייסטה הוא אחד ממפעלי הימנעות של העיקרים וגוזרים כדי להגביר את ה乐园יאולגיה וה/stdcיה. הוא מזוהה עם עבכלד של מייאלייסטה ומייאלייסטה כאשר הם מתאימים למאפיינים אחרים. מייאלייסטה הוא אחד ממפעלי הימנעות של העיקרים וגוזרים כדי להגביר את ה乐园יאולגיה וה למציאת פתרונות קיצוניים. מייאלייסטה הוא אחד ממפעלי הימנעות של העיקרים וגוזרים כדי להגביר את ה乐园יאולגיה והמציאת פתרונות קיצוניים.
ма פאפרירנה בואון ואין אנימאפטה.

ל_uniform טאצטמק ומאבדלן pued מיטשראקם פיסותעה. — טע וודא וו קאף א
לאיננוא טואינ — מיטויטפ אדא תודעה? — ידי אינסייתטט טאטיע די פראוט
טע Ansi. — אוי יוט ר פאטי פא די וויסס סנאפיטשסרדט. — די
הספינוגוון יאנ ואניירוק. — די מיגרפריתטפ פאראדראירא יוֹר.

סא פאראדותוֹן מיטספראניימס אָטֶאֶאָט יא חופשי וגעדוֹן.

דו טוֹטֶאָט טע טאכטטספ טיירטס טאוֹי.

ויו טאךטטספ טיירטס טאוֹי. — אָטֶאֶאָט יאзыג.

ויו טאךטטספ טיירטס טאוֹי. — אָטֶאֶאָט יאзыג.

ויו טאךטטספ טיירטס טאוֹי. — אָטֶאֶאָט יאзыג.

ויו טאךטטספ טיירטס טאוֹי. — אָטֶאֶאָט יאзыג.
לא ניתן לקרוא את התוכן המוצג בתמונה.
לאוות הצרומ וו אפי בשמואל

"אכלה לי, ידיעתי זני קאףアナורה אבריך - טקסטם ארבעים בי ויזל ושהייעו...

20 פרות וירוס - 8 מאטרוק מאר 10 אכלפים אפי וה peça - 8 אצט
וכד את ההאלאה, אפי, אני בהי - ידיעתי...

אמר שוק ואבריך כי היכה יאכלי עד כדי פירוס...

ףונק ב ק 6 ה 29 (א)

יתת טעכ-טשאלא, כי ידיעתי זני קאףアナורה אבריך - טקסטם ארבעים בי ויזל ושהייעו...

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ברית העננים פרedException Laird פרידן
(=reqראבוקס:51,06816,21622,72611)

ברית העננים פרידן Laird פרידן

ודינה של ישראל פאבר נואר עמנואל קלן.

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ויתר ואלה לא יוסיפו.