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ILGWU Convention Reports and Proceedings, 1922
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Keywords
International Ladies’ Garment Workers’ Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, industrial relations, conventions

Comments
The International Ladies’ Garment Workers’ Union founding convention in 1900 included 11 local delegates representing roughly 2000 members. Reports and Proceedings of the Conventions of the International Ladies’ Garment Workers’ Union was published annually from 1900-1908, biennially from 1908-1924, then sporadically until 1937 from which time the convention was held every three years until the union’s merger with the Amalgamated Clothing and Textile Workers Union in 1995 to form UNITE, the Union of Needletrades, Industrial and Textile Employees. In addition to election of officers and committee reports, topics discussed include the working conditions, sweatshops, labor unity, organizing, wages and hours, union labels, boycotts, strikes, women’s garment industry, labor relations, internationalism, labor legislation, labor education, women’s rights, member benefits, and union health centers. The best available original was selected for digitization. Occasionally the original is difficult to read, missing pages, or partially cut off.
16TH CONV.
MAY 1-12, 1922

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REPORT OF
GENERAL EXECUTIVE BOARD
TO THE
SIXTEENTH BIENNIAL CONVENTION
OF THE
INTERNATIONAL LADIES' GARMENT WORKERS' UNION

MONDAY, MAY 1, 1922
LOCOMOTIVE ENGINEERS AUDITORIUM
CLEVELAND, OHIO
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TO THE DELEGATES OF THE SIXTEENTH BIENNIAL
CONVENTION OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Greetings:—

The American labor movement has passed through two critical years since our convention in 1920. It was a period of bitter persecutions and of savage conspiracies by the organized power of capital against the organized workers.

In the course of the war-years the enemies of labor were compelled by the exigencies of the hour to declare a truce in the eternal warfare between capital and labor. This gave the opportunity to many of the weaker unions to strengthen their ranks and to many of the older and stronger organizations to gain labor standards which would, under normal circumstances, be quite impossible of achievement.

When the signs of a change in the industrial situation became visible, widespread rumors and reports began to come in from all ends of the country of a conspiracy set in motion by the greatest capitalist interests in the country for a revengeful counter-attack against the Unions to "show them their proper place." As time progressed, the signs of this conspiracy became surer and clearer. Attacks upon labor organizations were started in the various parts of the country followed by wage cuts, lockouts and a press propaganda against unions and against labor leaders. In several of the big industries, factories were closed for weeks and months as a means of undermining the power of the unions. The newspapers were filled with statements and speeches by capitalists and their spokesmen in which the blame for the high cost of living was attributed to the unions, to the so-called high wages which the workers had "forced" from the employers in the course of the war.

This organized campaign of capital against organized labor has brought very distressing results. The economic situation in the country played into the hands of employers; a state of terrible unemploy-
ment spread to all parts of the United States and the number of idle workers grew from week to week, from day to day and from hour to hour. The number of unemployed, first estimated in hundreds of thousands, rose to two, three, four and even five million, and while these huge masses of idle workers were pacing the streets in desperation, the cost of living necessities remained on the same high level, and the shortage of housing and exorbitant rentals became even more acute.

Unemployment, antagonized public opinion and direct persecution and oppression became the three strategic points from which capital has launched attack after attack upon the unions in the various basic industries. The results of this destructive campaign were appalling. Wages were cut right and left; in many instances the unions themselves have consented to reductions of 10, 15 and even 30 per cent. Many unions have lost substantial portions of their membership; and their once filled treasuries have become depleted in aiding their unemployed, locked out and striking members.

The longer this crisis lasted the harder it became for the unions to endure it, and even such powerful organizations like the Railwaymen and the Building Trades have been compelled to bow their heads and surrender several of the important gains they had won during the years of the War.

What has happened to our organization during these two dark years? How did we come out of this storm which has tossed so mercilessly the ship of organized labor from one abyss into another?

The arrows of the enemy were aimed at the garment trades early in this anti-labor crusade. It began with a strong campaign in the press against the high cost of garments. The newspapers raised a cry and a hue that clothes must become cheaper and urged the public not to buy new garments until prices fall. Storekeepers, in search of cheap notoriety, commenced to advertise fake sales making solemn promises to the public at the same time that if given the opportunity they would not permit prices to remain at the prevailing high levels.

This was, of course, a hint to the employers in the garment industry to begin the crusade against our Union. Fortwith, there have appeared statements in the press by garment manufacturers declaring that we, the Union and the workers, are the true culprits who are holding up the public for the high prices. Glowing accounts of our "prosperity" and tremendous earnings followed—all, of course, in an endeavor to create a hostile attitude towards our organizations among the public and to pave the way for our employers to begin a fight for the breaking down of our labor standards.

We have not remained for one moment inactive. We saw our duty clear: We had to lay bare before the great masses of the public the falsehoods, the lies and the propaganda underlying this clamor
against the high cost of garments. We replied to every assertion and statement of the employers with facts and figures that showed conclusively how utterly misleading their cry against our workers was. We proved that the wages paid to the workers represent but an insignificant part of the cost of a garment and we succeeded in putting the blame where it belonged—upon the profiteers all along the line of our industry, from the mills where the raw materials are produced to the retail store where the garments are sold to the public. Throughout this campaign, our employers did not succeed, even for a moment, in inciting public opinion against our unions. They even resorted to the cry of "dangerous radicals," asserting that we were aiming at the "undermining of the entire social order," etc., etc.—charges which, as a rule, receive a ready audience in certain sections of the American public—but it did not avail them anything. They did not succeed in poisoning the minds of the public against us.

Having failed in that, our employers undertook the fight against us in real earnest. As a result, we have had a series of strikes in the various trades affiliated with our International, strikes which we have waged without fear or doubt. We have made no attempt during these strikes to make peace at the expense of our members. We refused to concede the work terms we had gained through years of struggle. We made our employers feel that they had erred in thinking that we would retire before their attack and permit them to capture even the smallest of our positions.

But all the fights which we have had to go through were only a rehearsal of the great encounter, of the great decisive battle—the conflict in the cloak industry of New York and other important cloak centers. The employers have been preparing for this attack for a long time. They knew that regardless of favorable conditions this fight involved great risks and they wanted to fortify every possible position before attacking us.

The first skirmishes were of a "diplomatic" nature. The manufacturers have tried to carry out their aim to bring down the labor standards in the industry by negotiation. In this they have signally failed. We have in mind the series of conferences which resulted in the supplementary contract signed on June 3, 1921, which was to leave the old work-conditions in force until the end of May, 1922.

Finally, the employers decided upon a great open offensive—and forced the strike of the cloakmakers in New York and in other cities last November. That was a declaration of war, a grand attempt to wreck the very foundation of our Union. It was a defiant message from the cloak manufacturers to their brother employers in
other industries that they have finally joined them in the great battle against organized labor.

We entered this conflict without fear or doubt. Our slogan from the first moment was: Complete victory for us and complete defeat for the employers. And the end of the fight has fully borne out our expectations. The cloakmakers came out of this struggle 100 per cent. victors. Our Union has achieved what no other labor organizations in America did—it retained all the war-year conditions during these two terrible years of industrial crisis from 1920 to 1922.

We come today to this Convention with the 44-hour week, week-work and with the same wage scales that prevailed during the period when conditions were favorable to us. We can say with pride that this record is the most creditable one achieved by any union in the country. We have retained our work-standards regardless of the incessant schemings of our employers and despite the powerful attempt they had made in a desperate fight to wrest them from us by force.

Of course, these bad, critical years have had a certain adverse effect upon our organization, too. We have lost a few strikes here and there, we have lost several small locals in various cities; but these losses are insignificant in comparison with our great and impressive triumphs and victories. And even where strikes were lost and locals have become extinct, the nucleus of our organization remained intact. As conditions will change and normal times return, it will not be difficult for us to make good these small losses. When some of our striking workers, here and there, have been compelled to give up their strikes, it was not because the employers succeeded in defeating us, but because the trade in general has come to a standstill in that locality from which the employers have suffered even more than the workers.

The International Ladies' Garment Workers' Union is, perhaps, the only big labor organization in the country which has emerged from the storm of the past two years intact and unharmed. Our ranks are today just as strong and the place which we have won in our industry is just as important and high as it was during the most prosperous years of the recent past.

We shall now proceed to present to you a complete report of the work done by your General Executive Board during the past term: the individual situation in each city and trade, the problems of the organization, internal and external, which we have been called upon to solve, and which we have solved to the best of our ability; our part in the labor movement in general, and our share of the world's work which we have faithfully striven to fulfill.
THE MEMBERSHIP AND STANDING OF OUR INTERNATIONAL

The industrial setback in the country has slightly affected our membership and these defections have taken place merely in the so-called "miscellaneous trades." In our principal industry, in the cloak trade, the workers are as well organized today and the membership is as large as in the days that preceded the economic depression. From a membership of 85,000 in 1918, we have grown to 102,000 in 1920. Today our records show that we have a membership of 93,800. These figures represent only members in good standing according to the limitation of our constitution and for whom the annual per capita to the American Federation of Labor has been paid up. Including the members who are in arrears, owing mostly to trade depression, the rolls of our organization disclose a membership of 130,000 distributed all over the United States and Canada.

THE CLOAK INDUSTRY OF NEW YORK

The commanding position occupied by the Joint Board of the Cloak, Skirt and Reefer Makers Unions of New York remains unchanged. Like before, the Joint Board is our strongest unit, controlling the labor standards of the workers in the entire cloak industry of the city of New York, and as before, fully capable, competent and ready to defend their interests.

Within the last two years, the Cloak, Suit and Skirt Manufacturers' Protective Association has made three attempts to plunge the industry into a bitter struggle. Their first attempt was made on October 6, 1920, when they discontinued the machinery for the adjustment of grievances; the second on April 12, 1921, when they notified our Union that they had decided to increase the work-hours and to cut wages, and the third on November 14, 1921, when they completely abrogated the agreement with our Union and ordered their Executive Board to re-establish piece-work in the industry. Their last attempt resulted in a strike of nearly ten weeks which ended in a complete victory for the Union.

We shall narrate in detail all facts and events connected with these attempts which have made the history of the Cloakmakers’ Union for the past two years.

I.

On May 29, 1919 the Cloak, Suit and Skirt Manufacturers’ Protective Association signed an agreement with our Union for three years, providing, among other terms, for the introduction of the week-work system; for the limiting of the hours of labor to 44 per week and for the establishment of definite scales of wages. Towards
the end of 1919 the Union had made a request for an increase of wages. This request was not inconsistent with the provisions of the agreement in view of the fact that the cost of living has substantially increased since the signing of the agreement. The Association refused to consider this request. A discussion of this subject in the public press followed and attracted the attention of Alfred E. Smith, Governor at that time, who invited both parties to a conference at the Executive Chamber in Albany. Upon the suggestion of the Governor the question was submitted to a Board of seven persons appointed by him. On January 26, 1920, this Board after a number of hearings and investigations, unanimously decided to grant wage increases ranging from $2.50 to $6.00 per week.

Immediately after, a controversy arose between the Cloak, Suit and Skirt Manufacturers’ Protective Association and our Union on the question of the interpretation of the award. The Union held that the increases granted were increases of the minimum wage scales stipulated in the agreement and should be applied to all the workers in the industry. The Protective Association, on the other hand, contended that the increase was to be given only to such workers who were employed in their shops at the time when the award was rendered, but not to those whom they have taken on after that time. The Union, eager to remove friction, repeatedly requested the Association to submit the question of the disputed interpretation to the Governor’s Board, agreeing to abide unconditionally by its decision; but the Protective Association refused to comply with this request. The result was that in several Association shops where the employers refused to pay the workers the increased wage scales temporary shop strikes occurred.

It was under these circumstances that the Association addressed a letter to our Union, dated October 6, 1920, which concluded with the following words:

“we will conclude that you have broken the agreement and the machinery provided by the contract for our adjustment of grievances will no longer function.”

Since this did not vitiate other provisions of the agreement and as the employers continued to operate their shops under the same working hours and system of week-work, the Union decided to get along as best it could without the adjustment machinery. During these controversies President Schlesinger was absent from this country attending the Convention of the International Clothing Workers Federation in Copenhagen. As soon as he returned from Europe, in the month of November, 1920, he immediately made an effort to bring about a restoration of the adjustment machinery. The effort did not materialize and the estranged relations continued.

On April 22, the International and Joint Board offices received the following letter from the Manufacturers’ Protective Association:
New York, April 22, 1921.

International Ladies' Garment Workers Union,
31 Union Square, New York,
Benjamin Schlesinger, President.

Joint Board of the Cloak, Skirt and Reefer Makers Unions,
40 East 23rd Street, New York.
L. Feinberg, Manager.

Gentlemen:

I desire to direct your attention to the fact that the complete reversal of economic conditions in the Cloak and Suit Industry has so seriously affected it that the Executive Committee of the Cloak, Suit & Skirt Manufacturers Protective Association, in the interests of its members, has made an exhaustive study of the fundamental causes that has brought about this condition, for the purpose of ascertaining what readjustments are necessary, in order that the industry may be returned to a normal basis.

The conclusions reached by our Executive Committee are, in short, that stimulation of business to a point where both employers and workers may derive a reasonable return for their efforts, can only be attained through a lowered level of prices to the consumer, that the public will not buy its requirements until garments can be manufactured and sold at attractive prices, that the high rate of wages and the non-productivity of the workers make selling prices prohibitive and that unless this situation is intelligently and speedily met it is convinced that a still greater degree of stagnation will prevail and the industry seriously imperiled.

Acting upon this conclusion, the Executive Committee passed a resolution concurred in and unanimously endorsed by its membership, directing and giving full power to the Ways & Means Committee to formulate and put into effect a plan for the general readjustment of working conditions. Under this resolution, the responsibility placed upon the Ways & Means Committee is specific.

As a first step toward the consummation of the purposes set forth in the resolution, the Ways & Means Committee has deemed it advisable to notify you of the obligations imposed upon it, and to offer to you the opportunity of conferring with our Committee for the purpose of providing means for the corrections of the abnormal conditions that now prevail.

If you are disposed to meet our Committee for the purpose of remedi- ing the conditions herein mentioned, we will hold ourselves ready to meet you at any place mutually acceptable and at any time you elect within the next few days.

Very truly yours,

The Cloak, Suit and Skirt Manufacturers Protective Association,
Louis Lustig, Chairman.
Executive Committee

The resolution referred to in the letter was published in the press a few days before. It called for a reduction of wages, an increase of the working hours and for the right of the employers to discharge workers at will.
At a special meeting of the Joint Board, which was also attended by all the New York members of our General Executive Board, it was decided to forward to the Association the following reply:

New York, April 27, 1921.

Executive Committee,
The Cloak, Suit & Skirt Manufacturers' Protective Ass'n,
235 Fifth Avenue,
New York, N. Y.
Louis Lastig, Chairman.

Dear Sir:—

The International Ladies' Garment Workers' Union and the Joint Board of the Cloak, Skirt and Reefer Makers' Unions direct us to acknowledge the receipt of your communication of the 22nd inst., in which your Association invites our Unions to a conference for the purpose of discussing certain features in the conditions of our Industry. We have chosen a Conference Committee to meet your Committee, and the undersigned have been instructed to make definite arrangements with you for the time and place of the proposed conference.

We fully concur with your opinion that garments should be manufactured and sold at attractive prices and also accept the principle set forth in your letter that 'employers and workers should derive a reasonable return for their efforts.' We are, however, compelled to disagree emphatically with your Association that 'the high rate of wages and the non-productivity of the workers' are the cause of the prevailing high selling prices. The wages which the workers in our highly seasonal industry average, are barely sufficient to enable them to maintain the established standards of American working-class life.

Your statement that the workers in our industry are not sufficiently productive is, in our opinion, too general and sweeping. It presumably arises from the fact that some employers still think in terms of the forced and abnormal standards of production under the old system of piece-work, which both sides have agreed to abandon as an evil, in May, 1913. Our Unions have always considered it the duty of the workers to give a fair day's labor in return for a fair wage and will willingly co-operate in any just and reasonable device for the application of that principle.

Hoping that good will result from our proposed conference alike to the employers and workers in our industry, we are

Very truly yours,

International Ladies' Garment Workers' Union
Benjamin Schlesinger, President.
Joint Board Cloak, Skirt and Reefer Makers' Unions
Israel Feinberg, Manager.

As a result of the interchange of correspondence, our Union and the Protective Association held 12 conferences and on June 3rd we finally signed the following supplemental agreement:

1) Both sides are in accord that it is in the interest of the industry to readjust the same in such a manner as to enable the manufacturers to sell their product at more attractive prices, and they therefore
agree to proceed at once to the organization of a joint commission to be composed of three members of the Association and three members of the Unions, whose task it shall be:

a) To study shop and labor production records and other available data with a view of working out measures which would tend to bring up the productivity of the workers to a point fair and proper to both sides.

b) The commission shall report once a month, and on November 1, 1921, it shall make a final report of its activities and findings before a joint committee of the representatives of the Association and the Unions, and shall accompany such report with complete and appropriate recommendations.

2) Until November 1, 1921, the commission shall also act as a joint appeal committee and shall pass upon all complaints on the part of the employers and discharged workers, presented to it by the Unions or Association, arising out of any controversy or dispute about the adequacy of productivity. In determining any case the labor records of the workers in the shop in question shall be taken as the basis for the committee's decisions. If such records will substantiate the contention of the employer, the action of the employer shall be sustained by the committee.

3) Both sides agree to enforce compliance with the decision of the joint committees.

4) All complaints shall first be taken up by the clerks of the Union and the Association for investigation and adjudication.

Signed:

CLOAK, SUIT & SKIRT MFRS. PRO. ASS'N.

Louis Lustig, Chairman,

Max Lachman, Vice-Chairman.

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Benj. Schlesinger, Pres.

JOINT BOARD CLOAK, SKIRT & REEFER MAKERS UNION,

Israel Feinberg, General Manager.

This supplemental agreement however, did not stop the Protective Association from planning and scheming to break down the work-standards in our industry. On the contrary, shortly after the signing of this supplemental agreement their efforts in that direction became even greater. On August 22, 1921 they addressed a confidential letter to all cloak and suit manufacturers' associations in the country invit-
ing them to a joint conference at which plans were to be worked out for a concerted attack upon our Union immediately after the ending of the Fall season. Such a conference was held in Atlantic City in October 1921 at which they decided to reestablish the system of piece-work the 48-hour week and to reduce wages. In order that they might successfully carry out these changes, it was agreed at that conference that the manufacturers' associations of New York, Chicago and Philadelphia introduce these new working conditions simultaneously so as to force the Union to strike in three markets at the same time, expecting thereby to split the Union's strength, to weaken its resistance and to make their victory certain. This program was fully carried out by them.

The Joint Commission provided for in the Supplemental Agreement held three or four sessions and acted upon complaints of employees discharged on the alleged ground that their production was inadequate. The commission was composed of eight persons, four from each side. Messrs. Julius Blaumer, Jacob Rappaport, Isaac M. Getzky and Max Lachman represented the Association and Brothers Israel Feinberg, Philip Kaplowitz, Salvatore Ninfo and I. Sorkin represented our Union. It was the hope of the Union's representatives on the Joint Commission that the experience gathered through such adjustments of individual complaints would lead to satisfactory recommendations to be submitted to the joint meeting of November 1st, 1921. However, at a meeting of the Joint Commission held on October 17, 1921, the Association's representatives announced to our representatives that they had come to the conclusion that the only proper solution of the problems confronting the industry was to re-establish piece-work, to increase the work-hours of labor and to reduce wages. The announcement was as unexpected as it was startling. No previous indication of any such action had been given to us. Our representatives on the Commission pointed out that it was not within the power of the Joint Commission to offer recommendations inconsistent with and contradictory to the basic terms of the agreement. On October 20 another meeting was held and the Association's representatives again reiterated their determination to insist upon piece-work, increased hours and reduced wages and refused to discuss the subject further with our representatives, or to call the joint meeting on November 1, 1921 as provided for in the supplemental agreement.

No more meetings of the Joint Commission were held after that. The Protective Association adhering to its program, held a special meeting on October 25, 1921, and adopted the following resolution:

"Resolved, That it has become necessary to substitute in the industry the piece work system for the week work system, to establish an increase of the number of working hours in the week and to fix a reduction of the wages of the workers in those branches of the industry where, by the nature of the
services rendered it required that they be retained on the
week work system; and be it further

Resolved, That the extent of the reduction of the wages of
the week workers and the number of hours to be added to the
working week be determined by the executive committee, and
further be it

Resolved, That in order to bring into full force and effect
the above changes in the industrial standards of the industry,
there be promulgated an order, binding upon every member
of this association, that, beginning Monday, Nov. 14, 1921,
each and every member will operate his factory on the piece
work system and at the scale of wages and for the working
week established by the executive committee."

The reply of our organization was not long in forthcoming. On
October 26—the same day when the Association had made public its
resolution—the New York members of the General Executive Board
and the Joint Board of the Cloakmakers’ Union met in joint session
with the executive committees of its affiliated locals and unanimously
decided to resist with all our organized strength this attempt of the
Association to break down the working standards which our Union
had established as a result of bitter struggles during the past decade.
The arbitrary and unwarranted demands of the Association were con-
demned as a gross breach of the existing collective agreement, which
was to be in force until June 1, 1922. The meeting ordered that a re-
ferendum vote be immediately taken on the question of calling a gen-
eral strike as a means of defense against the Protective Association.
Such a referendum was held on November 7, 8 and 9 and resulted in
a practically unanimous decision in favor of a general strike to be
called on the day that the Protective Association has set for the carry-
ing out of its resolution November 14. The vote stood 38,672 for a
general strike and 162 against it.

A general strike committee, headed by President Schlesinger, was
immediately thereafter organized and subdivided into various commit-
tees in charge of the numerous phases of the strike activities.

IV.

The brutal attack of the Association upon our Union and the mobi-
лизation of our 55,000 cloakmakers attracted the attention not only of
the public press of the country, but also of many of the most prom-
inent public spirited citizens. Several offers to mediate were made but
each offer was turned down by the Association. On November 10 we
received the following telegram signed by twelve members of the
United States Senate: (The same telegram was also forwarded to the
Protective Association to which, so far as we were able to ascertain, no
reply was made.)
"We, the undersigned members of the Senate of the United States are deeply concerned by the threatened strike on Nov. 14 of 100,000 garment workers of the United States.

In view of the present industrial conditions, such strike is unthinkable if by any means it can be avoided. In the interest of humanity and the country we would appeal to you to rescind for two weeks your demands that are to become operative Nov. 14, so that a conference can be arranged between the representatives of the Manufacturers' Protective Association and the Garment Workers Union, whereby the differences existing between them may be discussed and adjusted.

"We believe that the actual differences between the manufacturers and workers are not so great as appears on the surface, and that if you suspend for two weeks your demands that were to become operative Nov. 14 that a compromise will be the outcome that will be satisfactory to both parties, thereby avoiding the resultant disaster and great distress incident to any lengthy cessation of operations of such a large and important industry of the United States."


Our Union on the very same day sent the following reply:

New York, Nov. 10th, 1921.

"Gentlemen:

"We thank you for your public spirited efforts to avert the impending conflict in the cloak manufacturing industry as evidenced by your telegram to the Employers' Association published in this morning's newspapers. As far as the workers are concerned, they are eager to preserve peace in the industry, and will gladly accept any methods of accomplishing that result compatible with fairness and justice to both sides. But, of course, they cannot be expected nor would you want them to submit to a sham truce, the effect of which would be to jockey them into a position of disadvantage, without averting the threatened clash.

"The workers and their union fear that this is precisely what would happen if the workers consented to postpone their strike for two weeks, unless the employers at the same time agreed absolutely and unequivocally to withdraw their demands for the introduction of the piece-work system and the increase of labor hours.

"The success or failure of the strike, which is being forced upon the workers by the employers' association, will largely depend upon the condition of the industry at the time it is called. The cloak manufacturing
industry is highly seasonal, and it is quite evident that if a strike is called at a time when there is little or no work the advantage is on the side of the employers, while a strike begun in the midst of a busy season is more apt to favor the workers.

"The employers in our industry, contrary to their original expectations, find themselves at this time with a considerable amount of unfinished work on their hands. In two or three weeks of normal they will have finished it, and if they then attempt to put their demands in operation, they will have infinitely better chances to starve the workers into submission than they have today. In fact, definite intimations of such a plan on the part of employers have reached us within the last few days.

"The last agreement between the Association of employers and the Union of the workers, which established the week-work system and fixed the hours of labor, was made on May 29, 1919. It will not expire until June 1, 1922, although they have arbitrarily assumed to 'abrogate' it.

"To satisfy the demands of the employers the Union has subsequently, i.e., on June 5, 1921, agreed to the creation of a Joint and bi-partisan commission, which was charged with the duty of evolving methods of securing a proper degree of labor productivity and submitting definite recommendations on the subject to both sides on November 1, 1921. The employers have violated this agreement as arbitrarily and cavalierly as the main agreement. Instead of submitting peace plans to a joint meeting of the Association and the Unions on November 1, they have issued a declaration of war at their own meeting on October 25.

"In justice to the workers and in fairness to both sides, as well as to the public, the Union therefore submits the following proposition:

"If the employers will consent before November 14 to continue operations under the terms of the existing agreement, upon the understanding that the Joint Commission resume its work and report definite recommendations, say by the 15th day of next January, the Union will call off the strike immediately. It will welcome all assistance of the public to solve the problems in the cloak industry in conjunction with the work of the Commission.

"But if the manufacturers will not recede from their unreasonable and autocratic position, and merely consent to defer action to a date more convenient for them, the workers will be forced in self-defense to take up the fight for their rights without hesitancy and without delay, feeling that they are entitled to the support of all fair-minded men in the community."

(Signed) Benj. Schlesinger, President. I. L. G. W. U.

The great conflict thus became inevitable and on Monday, November 14, 1921, in obedience to the call of the Union, the 55,000 cloakmakers left their shops. Within one hour the entire cloak and suit industry of the city came to a standstill. Every worker responded.

This great strike, which came to a glorious finish on January 17, 1922, after nine and a half weeks of valiant fighting, is still too fresh in the minds of all of us to require detailed description in these pages. Public opinion, that sphinx which is often being artfully manipulated against labor, was solidly on our side. There was hardly a newspaper in greater New York during the whole period of the strike, that did
not condemn editorially the arrogant attitude of the Protection Association.

v.

In the course of this strike the Union was compelled to undertake a daring and novel step in the realm of strike tactics and carried it out with splendid success. The Protective Association desires to win the press over to their side began to issue statements that the collective agreement of May, 1919, was not broken by them; that that agreement was non-existent since October 6, 1920, and that the supplemental agreement of June 3, was merely a temporary arrangement for five months which was to end on November 1st. In order to establish conclusively that the 1919 agreement is still in full force and that the agreement of June 3, 1921, was supplementary to it, our Union started a law suit against the Protective Association which resulted in the granting of a temporary injunction against the Association by Supreme Court Justice Guy, on November 29, 1921.

This legal suit was conducted by our eminent counsel, Mr. Samuel Untermyer and Mr. Morris Hillquit, and attracted much public interest and comment, and there was good reason for it. Many employers and particularly associations of employers, have of recent years sought to establish a sort of judicial feudalism over their workers. For the slightest infractions of their contracts of employment, or for any alleged invasion of the all-embracing and elusive "property-rights" of the employers, workers and labor unions have been haled before the courts, sermonized, rebuked, enjoined and restrained, while employers could disregard their own contractual obligations towards workers with practical impunity.

What our International has done was merely to convert a weapon which has always been used to hit the workers only, into a double-edged weapon to strike the employers, too.

The temporary injunction granted by Justice Guy was made permanent on January 11, 1922, by Justice Wagner. Justice Wagner's decision was an absolute vindication of the position which our Union had taken since the first day of the controversy with the Protective Association. It established formally and conclusively the fact that the collective agreement in our industry of May 1919, is still in full legal force. We quote the following extracts from Justice Wagner's opinion:

"Being persuaded by the proof adduced that the contract with its modifications was in force on October 25, 1921, the resolution adopted by the defendant association on said date contemplated a material breach of said contract. Further, such contemplated breach was carried out, for on the appointed day (November 14, 1921,) the members of the association re-established the piece-work system in their factories.
"It cannot be seriously contended that the plaintiffs have an adequate remedy at law. That the damages resulting from the alleged violation of the agreement would be irremediable at law is too patent for discussion. There are over 40,000 workers whose rights are involved and over 300 members of defendant organization. The contract expires within six months and a trial of the issues can hardly be had within that time. It is unthinkable that the court would force the litigants into a court of law. A court of equity looks to the substance and essence of things and disregards matters of form and technical niceties.

"The motion is granted enjoining pendente lite defendants herein, their and each of their agents, servants and attorneys, and each and all of their several members, and every officer, director, and representative of every corporate member thereof, and all persons acting in aid of or in conjunction with them, or any of them, including members of the said The Cloak, Suit & Skirt Manufacturers' Protective Association, from combining and conspiring in any way, to order, direct, instigate, counsel, advise or encourage the members of The Cloak, Suit & Skirt Manufacturers' Protective Association, or any of them, to cease performing or to violate the agreements of May 29, 1919, and June 3, 1921, made between the said The Cloak, Suit & Skirt Manufacturers' Protective Association and the International Ladies' Garment Workers Union and the Joint Board of Cloakmakers' Union of the City of New York, and from doing or sanctioning any act in furtherance or support of such conspiracy; from ordering, directing, instigating, counseling, advising or encouraging such members of the said The Cloak, Suit & Skirt Manufacturers' Protective Association, or any of them, to abrogate and discontinue the provisions of said agreement for the system of week-work in their establishments prior to June 1, 1922, or to increase the hours of labor in their establishments above 44 hours per week until the said first day of June, 1922, from supporting, aiding or assisting members of The Cloak, Suit & Skirt Manufacturers' Protective Association, or any of them, in any effort to abrogate the existing contract as to the week-work system or increase the labor hours in their establishments by money, contributions or in any other manner whatsoever; from expelling from membership in the said The Cloak, Suit & Skirt Manufacturers' Protective Association, fining or otherwise punishing, disciplining or discriminating against such members of the said Association as may agree with the International Ladies' Garment Workers' Union and the Joint Board of Cloakmakers' Union of the City of New York, or either of them, to resume work in their establishments upon the terms as to the system of work,
hours, of labor or otherwise, of the agreements between the parties of May 29, 1919; from doing or continuing any act in furtherance of the conspiracy above set forth by means of speech, writing, meeting, or any other method, and from taking any steps whatsoever to put into execution or to retain in force and effect the aforesaid resolution of the said The Cloak, Suit & Skirt Manufacturers' Protective Association, adopted on the 25th day of October, 1921."

On January 16, five days after Judge Wagner had rendered his decision, the Protective Association informed our Union that they were ready to open their shops to their workers on January 17, 1922, upon the terms that prevailed in the industry before the strike was called, reserving, however, for themselves the right to appeal from the decision of Justice Wagner. The letter was sent to us by the attorney for the Association and reads as follows:

"Samuel Untermyer, Esq., and .
"Morris Hillquit, Esq., Counsel,
"Benjamin Schlesinger, Esq., as President of the International Ladies' Garment Workers' Union.

"Gentlemen:

"In accordance with the Injunction order of the Supreme Court, this day served upon my clients, and expressly reserving and without prejudice to their rights of appeal therefrom, I hereby notify you that the shops of the members of The Cloak, Suit & Skirt Manufacturers' Protective Association will be open for their employees on and after the 17th day of January, 1922, upon the terms that prevailed before the strike was called.

"Yours, &c.,

WM. KLINE,
"Attorney for the Cloak, Suit & Skirt Manufacturers' Protective Association."

Under the terms of the letter received from the Association, the working conditions guaranteed by the agreement of May, 1919, will continue in force until June 1, 1922.

The great conflict in the cloak industry thus came to an end. The Cloak, Suit and Skirt Manufacturers' Protective Association capitulated. The defensive fight of the workers for the preservation of their essential living standards has ended beautifully and inspiringly. It is difficult, nay impossible, to describe the enthusiasm that reigned in the assembly halls on January 17 when the tens of thousands of strikers gathered to hear from their leaders that the strike had finally come to a victorious end. Bands of music were playing in all the halls and when the leaders of the strike appeared on the platforms, the pent up enthusiasm of the masses broke loose like the lava of a living volcano.
On January 19 most shops were again at work and the industry soon began to resume its normal aspect.

Much as we are gratified by our legal victory in this case, we have by no means been converted to the opinion that court injunctions are the proper method of adjusting industrial disputes. While such injunctions are issued by the score against labor unions and are growing ever more sweeping in their scope and drastic in their provisions, it is an act of just retribution and poetic justice to hurl one of such missiles against its inventors. But organized labor will not become reconciled to the use of injunctions in labor disputes because it may occasionally serve their own ends. When an employers' association is restrained from holding meetings in furtherance of a conspiracy to induce a breach of agreements with workers, the members of the association comparatively small in number, can find hundreds of ways of circumventing the prohibition, but when large masses of strikers are enjoined from meeting and orderly picketing, it is a death threat to their struggle. When an employers' association is restrained from expending its funds in aid of a conspiracy, its members can still continue the fight with their own resources, but when a union is prohibited from paying strike benefits, even temporarily, the workers are in many cases literally starved into submission.

One of the principal merits of the precedent established is that it will tend to make injunctions less popular with employers. We hope it will lead to a radical limitation and eventually the complete abolition of judicial interference in labor disputes by the means of injunctions.

VI.

There is another association of employers in the cloak industry of New York, called the American Cloak and Suit Manufacturers Association. This Association is composed of about seven hundred sub-manufacturers and contractors. In May 1919 the Joint Board of the Cloakmakers' Union entered into an agreement with them. The agreement was modelled after the one with the Protective Association with respect to the system of work, hours of labor, scales of wages, sanitation and other shop conditions, but bearing in mind the character of the American Association as an auxiliary, to a certain extent, of the Protective Association, a clause was inserted in the agreement reading as follows:

"The Association agrees that its members will not do any work for firms nor sell any goods to firms against whom the Union has declared a strike, nor shall any members of the Association sell any goods to such firms or to persons, agents, factories, jobbers, during the pendency of the strike."

It was natural, therefore, for our Union that when the general strike was called against the Protective Association, on November 14,
to call out the workers in the shops of the sub-manufacturers and contractors also in order to make sure that no work is done anywhere for striking firms.

During the first seven weeks of the strike very little was heard from this Association except for an occasional hostile press statement. On the eighth week of the strike, however, three days before Justice Wagner had rendered his decision in favor of the Union making the injunction against the Protective Association permanent, we were surprised one morning to learn from the newspapers that the American Association had obtained a temporary injunction against our Union from Justice Alonzo G. Hinckley. The injunction was of a most drastic form. Not only was picketing forbidden, strike benefits stopped, but even the right of holding meetings was denied to the strikers. The Union, however, was not served with this injunction until a week later, and even then it remained inoperative, as Justice Hinckley suspended its restraining clauses. This injunction has served merely to inject some humour into the strike situation, and it never even came up for a hearing, as a few days later Justice Wagner granted the permanent injunction against the Protective Association which brought the strike to an end.

VII.

Two attempts were made to settle this strike by mediation:—One by the New York State Industrial Commission and the other by the United States Department of Labor.

The first attempt was soon given up; the second developed into an interesting situation of which we shall speak in detail. We shall first give the facts about the attempt of the New York State Industrial Commission:

When the strike was two days old, the Union received a letter from the State Industrial Commissioner, Mr. Henry D. Sayer, in which he informed us that under the law he was authorized to create a commission to inquire into the cause of strikes and lockouts and to endeavor to adjust them through mediation or arbitration and that he had accordingly created a commission to investigate our strike consisting of Messrs. John D. Higgins, Marcus M. Marks and Hugh Prayne.

The first hearing before this Commission was held on November 25, Both sides, the Union and the Association, appeared and it became at once clear that the Commission would make very little headway. The Manufacturers' Association contended that there exists no agreement in the industry and that the Commission should take up the questions of piece-work, work-hours and all the other demands that they had put forth. We, on the other hand, insisted that the three-year agreement entered into in May, 1919, was in full force and that we would decline to enter into any mediation proceedings on any of the provisions contained in that agreement.
The first hearing having thus ended without results, a second hearing took place on December 3. The representatives of the Protective Association again reiterated their former contentions and the representatives of the Union did likewise. The position of the Union, however, was greatly strengthened at this second hearing, as a few days before, namely on November 29, Justice Guy of the Supreme Court had granted the Union a temporary injunction against the Protective Association. The Commission therefore decided to postpone all action until the Supreme Court would render a final decision with regard to the injunction. When the permanent injunction was granted there was no further need for hearings as a few days later the strike came to an end.

VIII.

On November 16 we received a letter from Mr. H. L. Kerwin, Director of Conciliation of the Department of Labor, Washington, D. C., in which he informed us that a committee of the Protective Association had visited the Department of Labor in Washington and conferred with Secretary Davis and himself and that in his opinion the manufacturers would be willing to end the strike by mediation. Mr. Kerwin, therefore, proposed that committees be appointed by both sides which would, together with the Department of Labor, endeavor to make a settlement. President Schlesinger immediately replied to that letter making clear the position of the Union—namely that the Union will not resume negotiations with the employers unless they first recognize the agreement of 1919 and open their factories under the terms of that agreement.

A few days later we received another letter from Mr. Kerwin in which he conveyed the contents of a letter received by him from Mr. Lustig of the Manufacturers' Association. In that letter Mr. Lustig declared that the employers are ready to abide by the decision of a Commission of the Department of Labor and the Department of Commerce on the questions of week or piece-work and the work-hours, but that the question of the agreement cannot be discussed by the Commission. In our reply to this second letter, the position of the Union was made still clearer. We underscored the fact that the Union stands firmly by the agreement existing in the industry and will not confer with the employers unless they follow out the solemn obligations assumed by them towards their workers under that agreement. For the Union to consent, at this time, to participate in any commissions or negotiations would be to admit that the agreement does not exist or that the employers had the right to make their demands upon the Union.

On January 11, 1922, President Schlesinger received a letter signed by the two Cabinet members, Herbert Hoover, Secretary of Commerce and James J. Davis, Secretary of Labor. This letter began a new
chapter in our correspondence with Washington. The government at Washington began to negotiate with us not only about the settlement of the strike but also about "a thorough investigation of conditions in the cloak industry of New York City, the findings of which could serve as a basis for an agreement in the future." Secretaries Hoover and Davis informed us in that letter that "in view of the controversial nature of the matter, they have urged the Manufacturers' Association that they resume operations under the terms and conditions of employment of the agreement of 1919," and that we submit to their consideration "the names of five or six gentlemen not now connected with the industry so that they may have all nominations before them when considering the personnel of the Commission."

Our reply to this invitation is a very important one as it expresses fully our basic viewpoint with regard to a governmental investigation of our industry. The letter follows:

New York, January 12, 1922.

Hon. Herbert Hoover,
Secretary of Commerce,
Hon. James J. Davis,
Secretary of Labor,
Washington D.C.

Dear Sirs:

I have your communication of the 11th instant, enclosing a copy of your letter to Mr. Louis Lustig, President of the Cloak, Suit and Skirt Manufacturers' Protective Association.

Since the writing of your letter, Mr. Justice Wagner, of the Supreme Court of New York, has handed down a decision in the pending action of the International Ladies' Garment Workers' Union against the Cloak, Suit and Skirt Manufacturers' Protective Association, holding in clear and definite terms that the collective agreement between the parties, made on the 29th day of May, 1919, is still in legal force and effect, and directing the Association to rescind its resolution of October 25, 1921, by which the employers sought to nullify their agreement and to force more onerous terms of employment upon the workers.

This is a judicial and authoritative determination of the issues between the parties, and the issue between the employers and the workers in the cloak-manufacturing industry in this City is therefore no longer of a "controversial nature."

Our Union fully concurs with your recommendation that operations be resumed on the terms and conditions of employment obtaining when the strike was called, but in view of the present legal status of the controversy, we must insist that such resumption of operations be unconditional and that the terms of the collective agreement in the industry be observed and enforced in good faith until the expiration of the full term of the same, i.e., June 1, 1922.

Our Union has always favored such reforms in the industry as would secure to the public garments at lower prices than those at present prevailing, and has repeatedly expressed its readiness to cooperate with the
manufacturers for the attainment of that end. We realize that the problem is a large one and the proper solution of the same must include all of the special features and conditions in the industry and the methods of operation now in vogue, i.e., the highly seasoned characterized of the work, the dependence of the industry upon constantly changing styles, the cost of raw material, the waste in overhead charges incidental to the fact that no less than 2,800 separate establishments for the manufacture of cloaks are in operation in this City, the profits of the employer and of the numerous middlemen in the industry, etc., and we sincerely hope that if your Department undertakes an investigation of the industry it will cover all these phases.

When the present strike has been settled by the restoration of the existing collective agreement, our Union will gladly lend its full cooperation in such an investigation.

Respectfully yours,

BENJAMIN SCHLESINGER,
President, I. L. G. W. U.

This was, from the very outset, our attitude with regard to a governmental investigation, a point of view from which we have not deviated a hair’s breadth to this day and from which we shall not deviate in the future. We welcome a thorough investigation by the government but such an investigation must be all-embracing in the fullest sense of the word.

The strike ended a few days after our reply was forwarded to Washington. On January 24, and upon the information that the Protective Association had already submitted a list of nominees, we addressed the following letter to Secretaries Hoover and Davis:

New York, January 24, 1922.

Hon. Herbert Hoover,
Secretary of Commerce,
Hon. James J. Davis,
Secretary of Labor,
Washington, D. C.

Sirs:

In a letter which I have the honor to address to you in reply to your joint communication of January 11th, I stated the position of our Union with reference to your proposed investigation of the women’s garment industry in this city as follows:

“Our Union has always favored such reforms in the industry as would secure to the public, garments at lower prices than those at present prevailing and has repeatedly expressed its readiness to cooperate with the manufacturers for the attainment of that end. We realize that the problem is a large one and that the proper solution of the same must include all of the special features and conditions in the industry and the methods of cooperation now in vogue, i.e., the highly seasonal character of the work, the dependence of the industry upon constantly changing styles, the cost of raw material, the waste in overhead charges incidental to the fact that no less than 2,800 separate establishments for the manufacture
of cloaks are in operations in this City, the profits of the employer
and of the numerous middlemen in the industry, etc."

This was written in the midst of a general strike in our industry. Since
then the employers have resumed operations under the terms prevailing
before the strike, following upon the order of Mr. Justice Wagner of the
Supreme Court of this State.

With the normal conditions in the industry thus at least temporarily
re-established, I take the occasion to urge upon you the necessity of an
investigation along the lines mentioned.

The workers in the women's garment industry are directly and vitally
interested in seeing the prices of garments made more reasonable. Lower
priced garments will mean a larger output, longer seasons of employment
and more work for the workers.

Our Union therefore holds that the proposed investigation of our in-
dustry be thorough and all-embracing. A study of labor conditions alone
will be entirely inadequate in view of the fact that on the average the item
of labor represents rather less than 25 per cent. of the wholesale cost of
the garment and no more than about 15 per cent. of the retail cost. The
principal elements going to make up the retail cost of garments are those
of raw material, overhead charges, waste in production, profits of the manu-
ufacturers and middlemen in the industry, and above all profiteering by de-
partment stores and other retailers, and no effective reform in the industry
can be brought about without a proper study of all these elements.

As far as our Union is concerned, it will lend its full co-operation to
such investigation. All books and other data and information in our pos-
session will be accessible for that purpose. We expect that the Cloak, Suit
& Skirt Manufacturers' Protective Association and its members, as well as
all other concerns affected by the proposed investigation will do likewise.

Awaiting your early and favorable reply,

Respectfully yours,

BENJAMIN SCHLESINGER,
President, I. L. G. W. U.

In his reply to this letter, Secretary Davis stated that he agrees with
our point of view and that he too believes that the investigation should
be "a most thorough one covering the entire industry." His letter
follows in full:

Washington, D. C., January 27, 1922.

Mr. Benj. Schlesinger, President,
International Ladies Garment Workers Union
31 Union Square, New York City.

My dear Mr. Schlesinger:

In reply to your letter of January 24, allow me to say that it is our
full understanding, after thorough discussion of the subject with yourself,
that the proposed investigation of the suit and garment industry of New
York is to be thorough and sweeping, to include the whole industry from
the introduction of the raw material to the sale of the finished product at retail, with every intervening manufacturing process.

It is our further understanding that the commission to be named by Secretary Hoover and myself shall be representative without question from any part. To this end, the garment manufacturers have themselves submitted a list of six names for consideration in our shaping of the proposed commission. And we hope that you will immediately submit your own list of names for consideration, on the assumption that the name of any person submitted by you will be acceptable to your association if selected as a member of the proposed commission. If you choose to present the names proposed by you in the order of your preference, Secretary Hoover and I will of course be guided by that order of preference in our choice.

The commission once named, however, composed of a choice of names submitted by you, by the garment manufacturers, and by ourselves, would at once proceed to the full and sweeping investigation of the entire garment industry, which, I feel sure, you and I both understand should be undertaken. As stated previously the Department of Commerce and Labor will finance the work of the commission and assign such clerical and other assistance as may be necessary. The commission, itself, of course, will conduct and direct every feature of the investigation.

In the belief that we entirely understand each other on all these points, I am therefore all the more anxious that you submit the list of names so that we can select the personnel of the commission and proceed to the investigation without delay.

Very truly yours,

(Signed) JAMES J. DAVIS,

While these negotiations were going on, President Schlesinger personally saw Secretary Davis in Washington on two occasions and went over the whole matter with him in detail. As the quarterly meeting of the General Executive Board was soon to be held, the selection of the list of our nominees was postponed until the meeting of the Board. In the middle of February, the General Executive Board, in joint meeting with a committee of the New York Cloak Joint Board, decided upon the following three names: Dr. Isaac A. Hourwich, Mr. Stuart Chase and Mr. Otto Beyer, in preferential order, and on March 7, we forwarded the list to Washington and again made it clear that the Union’s participation in the proposed investigation will be based upon the understanding that such investigation will be, as stated in Secretary Davis’s letter of January 27, “thorough and sweeping, to include the whole industry from the introduction of the raw material to the sale of the finished product at retail, with every intervening manufacturing process.” We concluded our letter with the following paragraph:

“The reason for our reiteration of this understanding is that leading members of The Cloak, Suit and Skirt Manufacturers’ Protective Association have within the last few weeks, through private conversations and in the public press, expressed the opinion that the object of the investigation is to bring about a change in the prevailing basic conditions of work and compensation. Our Union will, of course, not consent to have the investigation converted into an attempt, to re-establish the system of piece-work in any guise or to impair or
destroy other standards of work which have been achieved through years of
effort and with the aid of some of the best minds of the country."

On March 10, we were amazed to have received the following reply
from Secretaries Hoover and Davis:

Washington, D. C., March 10, 1922.

Mr. Benjamin Schlesinger,
President International Ladies Garment Workers Union,
31 Union Square,
New York City.

Dear Sir:

The letter of January 11th, which we sent to you and to the Manufacturers Association was intended as a basis for the appointment of a commission to examine into the economic functioning of the New York Garment Industry and to make constructive suggestions. Instead of a reply to our letter in the spirit in which it was written, there has resulted a tortuous correspondence limiting the scope of the investigation and its personnel.

In response to the invitation to submit promptly five or six names the Union has delayed, evaded, and made conditions to such an extent that it submitted no names until forty-nine days after the original request was made by us, and then submitted three instead of five or six.

The Manufacturers Association although prompt in submitting its names has in recent correspondence made conditions outside the original proposal.

Our intervention was inspired with a belief that a commission such as we proposed might lay a foundation for better relations, and thus might serve the public, the workers and the employers. This offer, made in good faith, must either be accepted or rejected. The alternative to the appointment of such a commission is that of letting matters drift until the stern grinding of economic laws brings solution. Those who are in control of the industry will not escape responsibility if they permit chaos to continue, just as they must assume definite responsibility for co-operating with us if a commission is now to be appointed and order is to come.

If both parties are willing to accept the original proposal without any reservations and are willing to co-operate along the lines of those proposals in every way, they should at once say so.

Very truly yours,

HERBERT HOOVER,
Secretary of Commerce.

JAMES J. DAVIS,
Secretary of Labor.

On March 14, we replied to this letter with a communication containing a complete statement of the entire situation from our point of view. The letter follows:
New York, March 14, 1922.

Hon. Herbert Hoover,
Secretary of Commerce,

Hon. James J. Davis,
Secretary of Labor,
Washington, D. C.

Dear Sirs:

Permit me to express my surprise at the tone of your joint letter of the 10th instant which, in my opinion, is entirely uncalled for.

Ever since the plan for the creation of a Commission to investigate the cloak industry of New York was conceived, the attitude of our Union to the proposed Commission has been frank, honest and consistent. If the proposal emanating from the two Departments of the Government represented by you "has resulted in a tortuous correspondence," and if the nominations of the Union have been delayed, it was due partly to the attitude of the Manufacturers' Association and partly to your own failure to formulate clearly the scope and object of the inquiry and the composition and functions of the proposed Commission.

We welcomed the investigation primarily because we saw in it an effort to reduce the cost of garments and thus to increase production and employment. We recognized that a proper investigation of the industry must be complete and all-embracing, but we insisted that it is infinitely more important to investigate the startling profits of the mills (the American Woolen Company alone admits a net profit in excess of $9,000,000 for the last business year), than the labor cost, which represents only a small part of the retail price of the garment. This position we have stated with unmistakable clarity in all of our preceding letters.

As to the employers, we had good reason to suspect that they were not altogether frank about the true object which they sought to attain by the investigation. We believed and still believe that the Manufacturers' Association is but little concerned about the basic economic problems of the industry rooted in the seasonal character of the work, the part played by numerous middlemen, the element of profiteering, as well as in other important factors which go to make up the high cost of garments. To the Manufacturers' Association the proposed federal investigation seemed to have for its main object to force the workers by indirection to surrender the most essential standards of work and life, as they practically admit in their last letter to you. In the face of this attitude, we have always made it clear that the cloak workers of New York would, under no circumstances become a party to any proceedings which would contemplate a return to piece-work in any guise, or a revival of the practice of arbitrary discharges, because they are convinced that these features would eventually bring back the "sweatshop" with all of its horrors.

You, gentlemen, seemed to have accepted our position, assuring us, as late as January 25th, that the proposed investigation would be "thorough and sweeping to include the whole industry from the introduction of the raw material to the sale of the finished product at retail, with every intervening manufacturing process."

When we were called upon to submit nominations for membership on the proposed Commission, we naturally and properly sought information about the functions, composition and number of such members. Accordingly, we submitted to you the following direct questions:

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1. Of how many members will the Commission be composed?

2. Is the Union given the absolute right to select its own representatives on the Committee, or are we merely asked to submit a list of names for your consideration, upon the understanding that our nominees may be approved or rejected?

To these questions we never received a clear and direct answer, but Mr. Secretary Davis in a personal interview with me stated in substance that we may submit any number of names provided our nominees were not presently connected with the industry, and under date of January 27, 1922, he wrote to me: "If you choose to present the names proposed by you in the order of your preference, Secretary Hoover and I will, of course, be guided by that order of preference in our choice."

Under these circumstances, the General Executive Board of the International Ladies' Garment Workers' Union was, it seems to me, fully justified to act as it did, i.e., make nominations in the order of our preference and upon a reiteration of our understanding as to the scope and limitations of the proposed inquiry.

I beg to remind you that the participation of our Union in the proposed investigation is entirely voluntary and that we have not only the right but the duty to condition it upon such safeguards as are, in our opinion, absolutely essential for the preservation of the vital interests of 50,000 workers in the industry.

Yours very truly,

BENJAMIN SCHLESINGER,
President International Ladies' Garment Workers' Union.

On March 25 we received the following letter from the Departments of Commerce and of Labor:

Washington, D.C., March 24, 1922.

Mr. Benjamin Schlesinger, President,
International Ladies Garment Workers' Union,
31 Union Square, New York City.

Mr. Louis Lustig, Chairman,
Cloak, Suit & Skirt Manufacturers' Protective Association,
Textile Building, 285 Fifth Avenue, New York City.

Gentlemen:—

We regret to advise you that the results of our recent correspondence offer no promise of a means to bring employers and employees in the New York ladies' garment industry into agreement as to the scope of the proposed investigation by an impartial commission and there still persists a lack of unity as to the personnel of the commission.

Without accord on these points the commission would be under a handicap from the start.

Until both sides can see that the findings of such commission, following a thorough and complete investigation of the industry provide the best way to lay a foundation for just and durable peace, we believe that we can be of little service to you.

Very truly yours,

CLAUDIUS H. HUSTON,
Acting Secretary of Commerce.

JAMES J. DAVIS,
Secretary of Labor.
It appears clear from this letter that the investigation of the cloak industry of New York which might have been of great benefit to the public will not take place; that the profiteering which we had hoped this investigation would stop will quite likely go on as heretofore, and that, like before, the employers will again place the blame for the high cost of garments upon the workers.

IX.

The cloak strike ended in a complete victory. In the history of the Union this struggle will go down not only as one marked throughout with a spirit of solidarity and an adamant will to win, but also for its splendid discipline and management.

The strike has cost over a million dollars and this money was furnished by the cloakmakers exclusively. The cloakmakers had enough resources of their own—moral, physical and material—to wage the fight from beginning to end. This is a rare and a remarkable phenomenon in our labor movement which deserves to be written down in golden letters. In the course of the strike, while hundreds of thousands of dollars were being distributed to aid needy strikers, the Joint Board also aided the striking waist and dressmakers of Philadelphia and the striking cloakmakers of Montreal.

Of the huge sum which the strike had cost, by far the largest part was given out in strike-benefits. There were weeks when over 30,000 strikers were receiving aid—ranging from five to seven dollars each. In addition, a great many strikers received rent subsidies. We reprint herewith the most poignant points of the financial report of the strike submitted by Treasurer Philip Kaplowitz of the Joint Board and audited by our International:

GENERAL STRIKE EXPENSES

| Hall Committee: All expenses made by strikers in the halls (in Manhattan), such as carfare and expenses to shop pickets, carfares to workers, and lunches of workers for which they received payments through the Hall Committee | $60,099.43 |
| Organization Committee: Committee having charge of ascertaining conditions in striking shops before settlement and attending to all arrangements to return strikers to settled shops. This item is made up mostly of weekly payments of $12.00 paid to a committee of about one hundred and fifty persons employed in connection with this investigation work | 17,536.52 |
| Settlement Committee: Expenses consist of hotel rent for settlement headquarters, telephones, etc., in connection with making settlements | 3,772.02 |
| Law Committee: All expenses made in connection with courts, handling arrests, premiums on bail bonds, fines paid and | |

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all other expenses connected with legal matters in police courts

Picket Committee: Expenses to permanent pickets who had charge of general picketing mostly of such shops where there were few strikers to do their own picketing, or women and old men who were unable to picket themselves and also corporation shops. For assisting and giving instructions to all other pickets of the several thousand shops on strike

Out of Town Committee: Expenses made by committee handling the strikes out of town, aside of the districts enumerated in this report. This committee handled shops that were organized and located in the outskirts of the regular districts. These expenses consisted of railroad fares, hotel expenses and also included strike benefit for these shops

New Jersey Committee: This committee handled the entire strike work in the whole state of New Jersey; the work consisted of picketing, organizing and practically working the whole General Strike machinery of New Jersey. The expense includes, railroad fares, carfares, hotel expenses, hall rents, court expenses, etc

Brooklyn Committee: This committee had entire charge of the strike in Brooklyn

Brownsville Committee: This committee had entire charge of the strike in Brownsville

Harlem Committee: This committee had entire charge of the strike in Harlem

Relief Committee: Expenses made in connection with the paying of relief, such as salaries to clerical staff, paying tellers, guards and transportation of money

Speakers and Amusement Committee: This item is made up of expenses for entertainment and music in the halls, carfares and auto services for speakers

Finance Committee: Weekly expense, submitted by the members of the Finance Committee

Hall Rent: Rents paid for halls to shelter strikers and committees

Settled Shop Expenses: Expenses submitted by men attending to settled shops

Office Salaries: This includes all clerical salaries of the Joint Board for the period of the strike. It also includes the several weeks salaries of the business agents and officers of the Joint Board until they decided to discontinue drawing salary. After the strike, the locals approved the refunding of the back pay to the business agents and officers. Since this back pay was for the strike period, it is therefore included in this report

Stationery and Printing: All printing and stationery purchased for and during the strike

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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<tr>
<td>All other expenses connected with legal matters in police courts</td>
<td>9,650.05</td>
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<td>Picket Committee</td>
<td>43,605.79</td>
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<td>Out of Town Committee</td>
<td>29,443.58</td>
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<td>New Jersey Committee</td>
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<tr>
<td>Relief Committee</td>
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<td>Speakers and Amusement Committee</td>
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<td>Finance Committee</td>
<td>754.28</td>
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<td>Hall Rent</td>
<td>45,014.42</td>
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<tr>
<td>Settled Shop Expenses</td>
<td>3,783.30</td>
</tr>
<tr>
<td>Office Salaries</td>
<td>38,238.82</td>
</tr>
<tr>
<td>Stationery and Printing</td>
<td>4,016.46</td>
</tr>
</tbody>
</table>
### Telephone and Telegraph
All telephones and telegrams used and installed for strike service in all offices and halls of the various strike committees.

1,078.25

### Carfares
Carfares made in the treasurer's office.

68.02

### Postage
Postage used in the Secretary and Treasurers' office.

199.36

### Advertisements
Strike advertisements.

134.26

### Fixtures and Repairs
Partitions for relief committee bank, partitions for all other committee offices, rentals, of desks, cabinets, etc., and various small repairs.

981.92

### Legal Fees
Fees paid to lawyers engaged in connection with the strike.

15,475.00

### Relief
Strike relief paid to all striking workers.

707,489.70

### Information Expenses
Expenses incurred in connection with making investigations as to whether settled shops were working for striking houses, inspecting their books, and other investigations in connection with strike work.

1,965.16

### Legal Expenses
Expenses submitted by attorneys out of town for various expenses in connection with their work.

1,234.80

### Referendum Expenses
Referendum taken of the entire membership prior to the calling of General Strike.

1,341.36

### Ladies Tailors Expenses
Expenses incurred in connection with the Ladies Tailors and Model houses investigated for making models for striking cloak shops.

2,781.70

### Miscellaneous Expenses
Expenses made during the strike for which no regular strike account was kept. These expenses are as follows:

- Philadelphia Waist Strikers Donation: $4,000.00
- Montreal Cloak Joint Board Donation: $1,000.00
- Medical and Dental Fees for services furnished to strikers by Union Health Center: $2,030.60
- Rents—Safes (for Relief Committee): $450.00
- Insurance (for Relief Committee): $263.25
- Vaults: $90.00

The balance of the miscellaneous expense is composed of small items, such as Christmas gifts to persons who are not connected with the organization and miscellaneous donations.

1,104.50

8,938.35

### Total General Strike Expense

$1,046,531.92

### INCOMES APPLIED TO GENERAL STRIKE EXPENDITURES

#### Ten Per Cent Contributions
This item represents the total collected from workers who returned to settled shops. This item represents ten per cent of their wages earned during the duration of the strike. A separate schedule showing the name of the shop and the amount received has been presented for publication.

$245,753.76

#### Total Million Dollar Fund Collected

$675,365.00

#### Total Incomes Collected Applied to General Strike Expenses

$921,118.76

The deficit $125,413.16 incurred by this strike was covered by loans.
As seen from the above figures, the money spent in this strike was
collected partly through the tax levied upon the workers in the settled
shops but principally from the fund which the cloakmakers had raised
by a $20 assessment. This is a very important point. The strike took
place at a very critical time when millions of workers were unem-
ployed and when even the strongest Unions were in imminent danger
of being attacked by the employers. At such a time it would be almost
impossible for the cloakmakers to have received any considerable sup-
port from fellow unionists in other trades. If the Cloakmakers’ Union
had not prepared itself in advance with a huge defense fund, one can
imagine what suffering the strikers would have had to undergo and
how it might have influenced the course of the entire general strike.

We point to this fact because the question of a defense fund is again
on the order of the day in the Cloakmakers’ Union. The strike ended
with a great victory. We have defeated the employers, notwithstanding
the fact that their position was tremendously strong, principally
because we knew how to utilize the unpardonable blunder they had
committed in breaking the agreement in the industry.

Our employers have surrendered. We do not know, however, what
they plan to do after the agreement expires on June 1, 1922. The re-
ports current are contradictory and some indicate that they are plan-
ing a desperate fight against us. At any rate, the situation is a very
doubtful one and consequently there is even more sound reason today
for providing ourselves with a great defense fund than a year ago.
The cloakmakers of New York have undertaken to raise a Million Dol-
lar Fund and it is their duty to strain every effort that this Fund “go
over the top” before this month has ended.

We deem it our duty to mention with a profound feeling of grati-
tude the friendship and excellent work of Mr. Samuel Untermyer.
It is, of course, superfluous to speak about the ability and devotion
of our permanent counsel, Morris Hillquit. In this strike he has
worked with even greater zeal as in this strike the legal fight, where
his services have been so valuable, was of prime importance. Mr.
Untermyer has given us his aid, support and influence throughout
the entire strike. He has contributed his services entirely free and has
regarded it as a “labor of love.” The Cloakmakers’ Union and the
International recognize and appreciate this help and support of
Samuel Untermyer.

THE CLOAK INDUSTRY OF PHILADELPHIA AND
CHICAGO

The cloakmakers of Philadelphia and Chicago have, during the last
two years, gone through the same experience, stage by stage, as did the
cloakmakers of New York. The cloak employers of Philadelphia and
Chicago have followed closely in the steps of the New York manufacturers and whenever the New York manufacturers would make an attempt to attack our workers, the Philadelphia and Chicago employers would follow suit.

When in April, 1921, the cloak manufacturers of New York have made a demand for the absolute right to discharge workers, for an increase in the work-hours, and for a reduction in wages, the cloak employers of Philadelphia and Chicago also advanced the same demands to their workers. When a few weeks later, namely, on June 3, 1921, the New York cloak manufacturers have withdrawn these demands and have signed the "supplemental agreement," the Philadelphia and Chicago manufacturers also withdrew their demands and consented to similar arrangements. The Philadelphia and Chicago manufacturers were the first to respond to the call issued by the New York Cloak Protective Association for the conference at Atlantic City and the first to endorse the program of piece-work, longer hours and lower wages and to agree to attack our International at the same time in several markets.

And to make the parallel still more complete, in Philadelphia and Chicago, like in New York, the Union conditions in the shops remained intact after the fight was over despite the reaction prevailing in the country, despite the campaign of destruction against the Unions in all industries and regardless of the manoeuvres of the manufacturers in our industry.

PHILADELPHIA

Our industry in every city writes its history in its own way. The cloak industry of Philadelphia has its own distinct features and so has our Union in Philadelphia. At the time of our last Convention, in 1920, conferences were going on between the Philadelphia Cloak-makers' Joint Board and the Philadelphia Manufacturers' Association for the renewal of the agreement in the industry. After a long series of conferences the agreement was renewed. Ten months later, approximately at the same time when the New York manufacturers had come out with their demands for lower wages, longer hours, and a general alarm about non-productivity on the part of the workers, the Philadelphia manufacturers have put forth demands for an increase of work-hours to 50 per week, and a 25 per cent. reduction in wages. For a time it looked as if a conflict between the Union and the Manufacturers' Association was near at hand; but a series of conferences took place, at the end of which the manufacturers withdrew their demands and decided to continue the agreement. In July, 1921, the Joint Board called a general strike in all the sub-manufacturers' shops in the city. There were, all told, about one hundred thirty sub-manufacturers' shops in Philadelphia and in many the labor conditions were unbearable. The response of the workers to the strike call was
splendid. After two weeks of striking, the campaign to get the sub-manufacturing shops under the control of the Union came to a successful end. The Union entered into two agreements with the Jobbers' and Sub-Manufacturers' Association obligating the jobbers and the sub-manufacturers to work under strict Union conditions.

This arrangement and the collective agreement existing between the Union and the cloak manufacturers' Association has kept the cloak industry in a calm and unperturbed state until the end of October. At the Atlantic City conference the Philadelphia manufacturers were among the first to follow the New York manufacturers, and also to declare war on the week-work system and upon all other Union standards. The New York manufacturers decided to start their attack on November 14,—the Philadelphia manufacturers set the date for their city for November 21.

The Joint Board began making preparations to meet the threatened attack with a general strike. Brother Max Amdur made several efforts to avert the strike. He conferred with the representatives of the Association with the result that the calling of the strike was delayed until November 28th.

The great defensive struggle of the New York cloakmakers was thus augmented by the fight of the Philadelphia workers. A new army on another front was added and in making its strategic moves, the International had to bear in mind the Philadelphia situation as well.

The strike was conducted in splendid order and was always under perfect control. The general strike committee of the Philadelphia Joint Board kept in constant touch with our General Office. The Philadelphia strike was finally settled after the Manufacturers' Association had agreed to continue the agreement in the industry with all Union conditions intact. Needless to say that the week-work system remained in force and that the 44-hour week and the minimum scale were untouched. The settlement was presented to the strikers at a great mass meeting on Sunday, December 25, and was unanimously accepted with the joyous feeling that one of the "fronts" erected at Atlantic City for the purpose of dealing a death-blow at our International has been shattered.

During the strike, Mr. Simon Kramer, the President of the Manufacturers' Association gave up his Philadelphia shop and opened a shop in Allentown, Pa. This not only created a problem of unionizing the Allentown shop but the workers employed in the Kramer shop in Philadelphia remained jobless and it was quite difficult to place them in other shops. Two other firms also reorganized their shops and a number of additional workers were thus thrown out of employment. This situation lasted for a few weeks until the Union was able to put them all to work in other shops. The Kramer shop in Allentown, Pa., was declared on strike and is conducted under the auspices of the
Central Labor Union of that city, the local body of the American Federation of Labor.

Our Philadelphia locals are all fairly well situated now. The union conditions which were attacked by the employers last winter remained intact. As in New York they were defended to the utmost by the workers regardless of the general union crisis all over the country and the particular reactionary atmosphere in Philadelphia, bred and fostered by the Philadelphia Chamber of Commerce.

CHICAGO

Our Chicago Cloakmakers' organization—the Joint Board and its locals—has lived through a number of very important events and the general strike was only the splendid finale of these dramatic developments.

Towards the end of 1920 several disputes arose between the Chicago Joint Board and the Cloak Manufacturers' Association of that city. A rupture of relations almost occurred, but after many conferences and a thorough discussion of the problems of the industry the disputes were straightened out and a clash avoided. In the middle of the summer of 1921, at about the same time when the supplementary agreement was signed in New York, it became necessary again to start negotiations with the Chicago Association. The employers, following the lead of New York, have put forth demands for a decrease in wages and the change of other work standards. President Schlesinger came to Chicago and, after a lot of haggling and bargaining, an understanding was reached, the workers retaining all their labor conditions and their wage scales untouched. It was such a signal achievement at that time that the entire labor movement of Chicago applauded the Cloakmakers' Union upon the outcome of these negotiations. This understanding meant that the old agreement of July 31, 1919, was to continue in force until December 1, 1921.

The Atlantic City conference spurred on the Chicago manufacturers to fight the Union just as it had given encouragement to the Philadelphia employers. The re-introduction of piece-work became an issue in Chicago too, together with the rest of the anti-Union program of the New York Protective Association. The Chicago employers became so belligerent that they refused to deal with the Union altogether unless it first agreed to piece-work. November 28 was set by the Chicago employers as the day on which they would reintroduce piece-work and force upon the workers the rest of the anti-Union program and that date was also set by the union for the calling of a general strike.

On December 1st, when the workers, upon coming to work as usual, found notices posted in their shops informing them that week-work was abolished and that hereafter the working hours will be 48, they
immediately left their shops. In less than one hour, the industry came to a standstill.

The strike lasted about five weeks and was led by a general strike committee with Vice-Presidents Sigman and Schoolman at the head. Vice-President Sigman left for Chicago a few days before the strike was called to help in all the preparations. The Chicago strike, like the fight in New York and Philadelphia, was carried out with exemplary preparedness and in excellent order and was financed by the local organizations exclusively. On December 27, President Schlesinger was called out by the Joint Board of Chicago to confer with the Manufacturers' Association and on the 30th of December the strike was settled with the full assurance that all the work standards of the workers are to remain untouched and inviolate.

Week-work, the 44-hour week, and the prevailing wage scales have been fully defended and retained, and in addition there was established a labor board,—an impartial machinery consisting of a representative from each side and an impartial chairman to regulate questions arising out of claims of lowered production, adjusting each case separately and governed by the point of view that the existing minimum wages are based on the living standards and requirements of the workers. This supplemental agreement is to remain in force until May 31, 1922, after which the future course of events will very likely be influenced by the outcome of the situation in New York.

The cloak trade in Chicago, has, however, been the victim of chronic unemployment of late. This, naturally, has brought a good deal of depression amidst the workers, but we are confident that this unemployment cannot impair the enthusiasm of our workers for the Union or break their spirit of cooperation. The roots of unionism are too deeply planted in the minds and hearts of our Chicago workers.

CLOAK INDUSTRY OF CLEVELAND

Our International has carried out persistently a uniform policy in every cloak center in the country. When we decided upon the introduction of the 44-hour week and of week-work in the cloak industry, we have carried it out without regard to difficulties in New York, Chicago, Philadelphia, Boston and practically in every other cloak producing city.

There was, however, one city where on account of special conditions, and local methods of production, the introduction of the week-work system did not work out in the same way as in other cities. In Cleveland, Ohio, the process of making cloaks is distinctly different from that of any other city. In the big Cleveland shops they manufacture largely medium-priced garments and work on the section system, which requires less skill on the part of the individual worker and
at the same time requires more than one worker to "operate" a garment. The requirement of less skill on the part of most of the workers has made it possible for the local manufacturers to employ large numbers of less skillful workers which explains largely why it was so hard to organize the Cleveland cloakmakers and why, after they were organized, the local organizations presented their special problems and difficulties.

It was this section and "efficiency" systems in the Cleveland shops which formed the basis for the demand for standards of production by the local manufacturers when the Union started negotiations for the week-work system.

Shortly after our last Convention, the Cleveland Joint Board began a series of conferences with the cloak manufacturers' association of that city and reached an agreement which was to go into effect on January 1, 1921. President Schlesinger was absent in Europe during these conferences and the negotiations were carried on by Vice-President Perlstein together with committees of our Cleveland locals. Under the new agreement the principle of week-work was adopted in the industry, but together with it the Cleveland Joint Board accepted the system of "standards of production" as the basis for pay. An investigation of the industry by industrial experts with a view of establishing scientific standards of production was agreed upon, the cost of the investigation to be defrayed jointly by the Union and the Association. The new agreement also retained in existence the Board of Referees previously established in the industry.

For the last year and a half experts engaged by the Association and the Union have been at work on the plan of establishing production standards. It seems, nevertheless, that the difficulties connected with the introduction of this system, even in Cleveland, are so numerous that its establishment is far from completed even now. Only in a few shops is this system in full operation at this time while in the majority of the shops it is still in the stage of experimentation.

During the past two years several hearings were held before the Board of Referees at the request of either the Union or the Association on the question of wages and other terms of employment. In the winter of 1920 the Cleveland Joint Board presented a demand to the Board of Referees for an increase in wages. The Manufacturers' Association retaliated to this with a demand for a decrease in wages and after a number of lively sessions both sides upon the suggestion of the Referees agreed to defer their demands until another hearing in April, 1921. The Board of Referees also decided that no cloak firm belonging to the Association had the right, under the agreement, to discharge any of its employees during the slack period, but was to employ the entire working force on part time, distributing the work as equally as possible.
The Board of Referees met again on March 30 to act upon the demands of the Union and of the manufacturers for an increase or a decrease in wages. After several weeks of deliberations, the Referees finally ruled on April 14 for a wage reduction of $2 to $3 per cent. In an effort to offset these reductions, the Board of Referees also decided for a guarantee of 41 weeks' employment per year to each worker, divided into periods of twenty weeks each and one week's vacation with pay. In the event of the firm's failure to provide such employment, the workers were to be paid two-thirds of their minimum wage during this period of unemployment which was to be raised from a fund amounting to 7½ per cent of the firm's weekly payroll to be deposited weekly by the firm with the Impartial Chairman.

During the Summer of 1921 the Board of Referees fined the firm of Landesmann-Hersheimer $200.00 for violating the agreement with the Union by giving out work to a sub-contractor in Painesville, Ohio, who conducted a non-Union shop. This subcontractor applied for an injunction and started a damage suit against the Union, the Association and the Board of Referees. It is noteworthy that although these groups were co-defendants, the judge fined the Union only, to the extent of $2,500.00. The Union has appealed from this decision. On October 1st, the Cleveland Joint Board, in accordance with the provision in the agreement governing such procedure, notified the Manufacturers' Association that it wished to amend the agreement. The conference began on October 27 and the Union presented demands for the re-establishment of the wage scales prior to the last wage reduction, the preferential Union shop, equal pay for men and women for the same work and a greater measure of shop control. The manufacturers replied with demands for another reduction in wages and for the abolition of the 41-week guarantee and a number of other terms of employment favorable to the workers. For a time it looked as if these demands and counter-demands were irreconcilable and that a strike is inevitable. After three months of negotiations, however, an agreement was finally reached.

Under the terms of the new agreement it was definitely settled that the manufacturers have no right to make work in contractors' or sub-manufacturers' shops within city limits which were not under agreement with the Union. This gave the Union direct control of the small non-Union shops which were multiplying recently at an alarming scale. The 41-weeks' work guarantee with the insurance of a two-thirds minimum pay was also re-affirmed. The agreement also provided for the speeding up of the establishment of the standards of production. The question of reducing or increasing wages was postponed until April 22, when the Referees would meet to decide upon it.

During the negotiations with the Association, the firm of Landesmann-Hersheimer, one of the biggest cloak firms in Cleveland, which
displayed particular animosity and opposition to the Union, withdrew from the Association and refused to sign an agreement with the Union. The Union declared a strike against this firm and a few others, involving all told, about 400 workers. The Landesman firm applied for an injunction against the Union and the same Painsville judge who had granted the injunction to the Landesmann-Hersheimer sub-contractor, readily granted a second injunction against the Union, restraining it from any and all activities against their Cleveland shop. The Union immediately took an appeal against this injunction too and at the time of this writing, the strike against the Landesmann-Hersheimer firm is still in full progress.

The cloakmakers of Cleveland have maintained their organization intact during the last two years and have defended their standards of living with courage and determination. The Cleveland Joint Board Consists of the following locals: Cloak and Suit Tailors, No. 26; Skirt and Dress Makers, No. 27; Women Garment Makers, No. 29; Ladies’ Garment Pressers, No. 37; Ladies’ Garment Cutters, No. 42; and Sample and Ladies Tailors, No. 94.

The Cleveland Joint Board has still considerable organization work to do in order to enlist all the ladies’ garment workers of the city into the Union. There is the shop of Prince-Biedermann to be organized, a task which the Joint Board has faced for a long time.

During the last year the Joint Board has maintained Sister Mollie Friedman in Cleveland to aid in organizing the women workers of that city. The Cleveland Joint Board has also conducted educational activities in 1920 and 1921 for its members in the form of classes and lectures which have attracted wide and favorable comment in the city.

CLOAK AND SUIT INDUSTRY OF BOSTON

At the time of our Chicago Convention and for eight months thereafter, our Boston cloakmakers have been working under the terms of the collective agreement concluded in 1919 with the Cloak Manufacturers’ Association of that city, which provided for week-work, 44 hours and a “guaranty” of the forty-two weeks of employment during each year, or twenty-one weeks each season. The workers in consideration of this “guaranty” have accepted a considerably lower wage-scale than in any other cloak market.

This “guaranty” clause, which was looked upon by the Boston cloakmakers as a great material gain for them, carried within it the germ of future trouble. The Fall season of 1920 turned out to be a very dull one and the Association flatly refused to live up to the twenty-one week clause but insisted that they would only pay their workers for as many weeks as they would be actually employed. A
conference was held, at which the Union, in order to avert trouble in the industry, proposed that since the employers do not live up to the "guaranty" clause they should, at least, raise the wages of the workers to the same level which prevails in other cloak markets. The Association not only turned this proposal down but even refused to have it arbitrated. In general, the manufacturers were trying to make conditions in the shops unbearable for the workers. It reached a point where the Joint Board was forced to stop dealing with the Association and to hold each and every member of the Association responsible for the terms of the agreement.

The culminating point came at the expiration of the agreement. On January 7, 1921, the Manufacturers' Association sent out letters to the workers in which they have stated, among other things, that "collective bargaining with the Union has not been a success and that they will henceforward deal with each of their workers individually." In reply to this letter, all the workers in the Association shops quit work, although a strike was not yet officially proclaimed. The General Executive Board made another effort to avert a conflict. President Schlesinger forwarded two letters to the members of the Association inviting them to a conference either as individuals or as an association. These letters were ignored and on February 7th, the General Executive Board voted to declare a strike for the recognition of the Union in all the Boston shops.

This strike was the most bitterly fought conflict in the history of the Boston industry and lasted eleven weeks. The Association fought desperately, attempting to hold all their members and to take in all the manufacturers in the Boston cloak industry into their fold and making it appear that they were fighting a "holy war" against the Union, but they failed completely. A number of their members broke away from them and made individual settlements with the Union, and by the end of March all but three of the cloak employers of Boston signed individual agreements and later these last three were also brought to terms. In each case the Union received an increase of wages in consideration of the "guaranty."

As a result of this strike, the Boston Cloak Manufacturers' Association ceased to exist. All through 1921 the Union dealt with the employers individually, renewing agreements and adjusting complaints with each firm separately. This strike has cost the International $20,000.

Towards the end of 1921, the individual agreements in the local industry expired and the Joint Board was, for a time, unable to get any of the employers to sign the new contracts or to extend the old contracts for any period. The main reason for this procrastination was the general strike in New York, which was going on at that time. They obviously hoped that the strike would end in a defeat
for the New York cloakmakers, and that they, the Boston employers, would benefit by the victory of their New York brothers. The successful termination of the strike in New York made the Boston cloak manufacturers realize that their hopes were visionary and they at once agreed to extend their agreements until July 1, 1922.

The General Executive Board has given considerable attention, during the past two years, to the problem of affiliating all the Boston locals of the International into one joint board. There are in Boston three other locals aside from those that belong to the Joint Board, namely, Local No. 7, the Raincoat Makers' Union, Local No. 36, Ladies' Tailors, and Local No. 49, the Waist and Dressmakers' Union. It cannot be seriously disputed that both, from a moral and a material point of view, such a unification of forces is very desirable. There is no reason why these organizations, with a moderate number of members, should have separate offices, managers and clerical staffs which consume every cent these locals take in the form of dues. The fact that the waist and dressmakers have been staying apart from the cloakmakers has been the source of a lot of vicious clashes between these locals and petty questions of jurisdiction between cloak cutters, dress cutters and cloakmakers, dress pressers and cloak pressers, etc. Under one joint board these squabbles would disappear and the time and energy of our active Boston members could be applied towards constructive work.

We expect that this Convention will definitely sanction this proposal and instruct the incoming General Executive Board to carry it out without delay.

CLOAKMAKERS OF BALTIMORE

General trade conditions in the cloak trade in Baltimore were quite bad during the past two years and a number of shops have gone out of business. Some of them have moved to small towns with the result that the number of cloakmakers in Baltimore has diminished considerably. In addition, factional disputes have occurred in Local No. 4 which have arrayed the workers of two shops against each other and which has hindered the running of the organization. Vice-Presidents Sigman and Seidman have visited the meetings of Local No. 4 on several occasions and have endeavored to bring harmony and cooperation between the members of the local in which they succeeded to a considerable degree.

At the time of this writing Local No. 4 is conducting a strike against the firm of Dobkin in which over 50 workers are involved. The International is assisting the local financially to enable it to bring the strike to a victorious end.

Right after the last Convention, Vice-President Seidman was instructed to proceed to Baltimore and take charge of the organizing
campaign in the other women's wear trades of that city. There are approximately 10,000 workers employed in the ladies' garment industry of that city distributed in about one hundred shops. Most of them are women, native born and extremely timid. Unionism to them is absolutely strange and they fear the very idea of organizing. The shops manufacture largely middy blouses, but few of the factories confine themselves to one article. The majority of them manufacture, along with middies, also waists, children's dresses, sport coats and underwear.

We have tried to organize these workers by distributing literature, visiting them at their homes and holding shop meetings. The services of several part-time organizers were engaged to help in this campaign. We even secured the voluntary help of a friendly priest to address the workers. Tens of thousands of circulars were distributed in front of the factories and special letters were sent to everyone of the workers from the huge mailing list which was kept in the office. This list was also used for visiting purposes and the majority of the workers in the trade had the Union message delivered personally to them. After months of arduous work, it became clear to the General Executive Board that the task of organizing these workers was for the time being, at least, impossible. The women workers in the Baltimore shops, even those who had shown sympathetic leaning towards our message were simply afraid to come to meetings and to lose their miserably paid jobs and with conditions in the industry growing worse, the prospects for success are certainly very small at the present time.

We have made a strong and well-planned organizing effort in Baltimore but the attitude of the local workers coupled with the unusual bad times, compelled us, toward the end of 1921, to suspend our activities. We shall, however, return to Baltimore again as soon as conditions change.

CLOAKMAKERS OF CINCINNATI AND TOLEDO

When our last Convention was held, the cloakmakers of Cincinnati and Toledo were still working under the piece-work system. The workers in these two cities had put forth demands for week-work immediately after that system was introduced in New York, and after long negotiations the employers promised to introduce week-work in the Spring season of 1920. This promise they fulfilled; when the Spring season came, week-work was established with the same minimum scales as prevailed in New York and other centers.

At the end of the Spring season, the manufacturers of both cities notified our local organizations that they decided to reintroduce piece-work, and that if the Union would not consent to it, they would close up their shops. The cloakmakers of Cincinnati and Toledo naturally
would not think of consenting to such an arbitrary demand and a bitter struggle ensued.

CINCINNATI

In Cincinnati the fight ended with the firm of Bishop, Stern and Stein, the biggest in the city, going out of existence. Of the one hundred-fifty workers that were thus thrown out of work, a number were placed in the various other cloak shops of that city; many went to other trades and others left the city for other markets. The Cincinnati locals consist at present of 324 members instead of 534 of two years ago. But notwithstanding their struggles, the workers of Cincinnati have managed to keep their organization intact and to have excellent control of the working conditions in the ten shops that remain. In these shops the work-standards are the same as those in New York. The locals have increased their weekly dues to $1.00 which makes it possible for them to meet the current expenses of the locals and to save up several thousand dollars in their treasury.

TOLEDO

In Toledo the situation is much graver. At the end of the Spring season of 1921, Mr. Goldman of the firm of Cohen, Friedlander and Martin, the biggest cloak firm had served notice upon the Union that they would move their factory to New York in case the Union will object to the reintroduction of piece-work. And when the Union did object, the factory was closed down and kept closed for nearly a year. At first Mr. Goldman was making his work in another Toledo shop, the Alexander Black Co., but later, when the Union had declared that shop on strike, he established an office and cutting room in New York City and started to make work in New York sub-manufacturers' shops. In order that the Union might not interfere with this scheme, he applied and obtained an injunction against our International and the New York Joint Board. After the injunction was granted, Mr. Goldman reopened his Toledo shop and recruited a number of people to work for him under contracts as strike-breakers. The International appealed the case but the Appellate Division of the Supreme Court upheld the injunction. The other two Toledo shops, encouraged by the Cohen, Friedlander and Martin firm, also reestablished the piece-work system and have likewise secured a number of people to work for them under contract. At this time all the three shops in Toledo are operated on the piece-work system and open shop conditions. A number of our Toledo workers who were employed in these three shops have either left the city for other cloak centers or have gone to other trades.

The locals of Toledo have been hit very hard. Particularly when we have in mind that these locals have, for a number of years, been so strongly fixed and established both in a moral and financial sense.
Goldman has gained a victory over the Union but we are confident that the victory is only temporary. We have no doubt that it will not be long before the Toledo cloakmakers who are now compelled to work in these three shops under open shops and slavery conditions, will "come back" and with the aid of our International will regain the lost ground and human working conditions.

The International has helped the workers in these two cities to the extent of $33,000 of which Toledo received $25,000 and Cincinnati $8,000.

ST. LOUIS CLOAKMAKERS

Right after the last Convention, in compliance with the request of the locals of that city, President Schlesinger went to St. Louis and commenced negotiations with the St. Louis Cloak Manufacturers' Association for the establishment of week-work. The negotiations resulted in a complete victory for the Union; piece-work was abolished and the minimum scales prevailing in Chicago, the nearest highly developed garment center, were adopted. The workers also received time and a half for overtime and six and a half legal holidays.

Shortly after that, we decided to begin an extensive campaign in the skirt, waist and dress shops of St. Louis which employ thousands of women working for intolerably low wages. Brother Amdur, who conducted that campaign, succeeded in forming only a nucleus of an organization. He was confronted with the same poor industrial conditions that were becoming manifest everywhere in the country, thwarting organization work or making it altogether impossible. In the end of November, seeing that the results do not warrant the expenditure of money and energy, we decided upon giving up that campaign until a more favorable time.

The following year was rather peaceful in the St. Louis cloak market. There were no strikes or threats of strikes and the industry functioned in a normal way. However, in November, 1921, the St. Louis Cloak Manufacturers' Association made it known that they too would inaugurate the piece-work system on November 14, the date set for the reintroduction of piece-work by the New York Cloak Manufacturers. The St. Louis Cloakmakers met at once and decided to call out the workers in a general strike the day the manufacturers would officially announce their determination to reintroduce piece-work. Such an official statement was not made. The St. Louis manufacturers must have thought the matter over, withdrew their demands and a strike was thus averted.

The St. Louis organization is getting along fairly well. Like every where the bad times have hit that market in no smaller measure than other markets and the work seasons have been very far from good. But that did not in any way distract the attention of the workers from
their Union which finds itself today in as good a condition as it was before.

WORCESTER CLOAKMAKERS

Local No. 75, of Worcester, Mass., where there are a few cloak shops, has been kept up in pretty good working shape. In 1919 the local succeeded, after a short strike, to establish standard work conditions including the 44-hour week and week-work. These conditions are strictly in force in spite of the attempts of the local employers on several occasions to break them down.

There are also in Worcester a number of waist, dress, white goods and corset shops employing over two thousand people. Some of the dressmakers are affiliated with Local No. 75. We have made an attempt to start an organization campaign there in the early part of 1921, but the poor industrial conditions, the indifference and fear on the part of the workers, and the bitterly antagonistic attitude of the local authorities made even the distribution of literature impossible for the time being.

The organizing of the Worcester women workers, like organization work in many other unorganized places, had to be deferred until a more opportune time.

SCRANTON CLOAKMAKERS

There are two cloak shops in Scranton of considerable size, the M. & M. Company and the Linder Bros., the latter a shop that has moved to Scranton from Philadelphia in 1919 in order to get away from Union control.

In the Summer of 1920, the M. & M. firm, after a strike of short duration, entered into an agreement with our International providing for the 44-hour week, and for definite minimum scales of wages. Immediately after the Fall season the firm broke the agreement and re-established piece-work. A strike was called, but the firm, with the aid of the local Chamber of Commerce, a notorious anti-union labor body in that section of the state, obtained a very drastic injunction against our International and the strike was broken. Several of the strikers, it developed later, had been working all the time to disrupt the local in the interest of the firm and when the strike was called they immediately went to scab.

In the course of this strike the International has had organizers in Scranton who had done their best to keep the workers together. The local press was very hostile and incited the public against the strike. There still remains a handful of loyal workers in Scranton, who are eager to have the local cloakmakers reorganize but owing to the fact that there are only two cloak shops in that city they are compelled to
keep quiet lest they lose their jobs. Scranton is a good Union city being one of the big centers of the United Mine Workers but just at present with the permanent injunction still over our heads, organizing work is impossible. We must therefore await patiently our next opportunity.

**LOS ANGELES CLOAKMAKERS**

The cloakmakers local of Los Angeles, Local No. 52, has, during the last two years, passed through experiences similar to those of most of our other cloakmaker locals.

Immediately after the general conditions in the country changed, the Union began having trouble with the local cloak manufacturers. In 1919, President Schlesinger visited Los Angeles and succeeded in bringing about a settlement of the general strike. An agreement was made for two years establishing in Los Angeles the same work-standards as in all Eastern markets. The trade was then 100 per cent. organized and for a time the workers enjoyed peace and prosperity.

It appears, however, that the affairs of the Union were not managed in as competent a manner as they should have been. A number of small cloak shops sprang into existence and for some reason or another they managed to exist as non-Union shops. This, of course, has weakened the influence of Local No. 52 even in the shops which worked under an agreement with the Union.

The agreement with the Association expired in July, 1921, a short time after the signing of the Supplementary Agreement in New York. The Los Angeles manufacturers who were determined to demand a reduction of wages, have, after the supplemental agreement in New York was made, agreed to continue the old conditions until after the Fall season. At the end of the Fall season, in November, 1921, the Union requested the Association to confer upon a new agreement. This the Association refused to do but promised to hold a conference immediately after the situation would be settled in the East and in the meantime to maintain the same conditions as heretofore. Local No. 52, however, decided to call a general strike.

The Executive Board of Local No. 52 communicated to the General Office the proposition of the Association and also the decision of the local to call a general strike. The General Office, in view of the strike in New York, advised them not to call a strike but to wait until matters are settled in the East. A few days later, however, we learned from the newspapers that Local No. 52 did not accept our advice and called out the workers on strike. In another few days, we again learned from newspaper reports that the general strike was called off and that the strike was confined only to those shops which were not organized. We received nothing in the way of a communication from that local until the end of January. In that communication, the Ex-
The Executive Board of Local No. 52 informed us that a temporary injunction was granted against them and that the fight against the shops which are still on strike is extremely bitter and asked for financial assistance.

Much as the International is willing and ready to help our locals, as is shown by the amounts given to our locals in times of strikes and for organization purposes, we cannot, however, reconcile ourselves to such action as that of the Executive Board of the Los Angeles local. If the International is to assist the locals, it must also have a say as to whether strikes shall be called at certain periods or not. This Convention must decide definitely the extent of the jurisdiction of the International over its locals.

In the summer of 1921, the General Executive Board gave permission to Local No. 52 to change its name from the "Ladies' Garment Workers' Union" to the "Cloak, Suit, Skirt and Reefer Makers Union of Los Angeles."

SAN FRANCISCO CLOAKMAKERS

Local No. 8, the Cloakmakers Union of San Francisco is a well organized body of workers controlling practically all of the cloak trade of San Francisco and is one of the oldest locals in our International. The San Francisco Cloak Manufacturers' Association has an agreement with Local No. 8. Under the terms of this agreement, the same standards of labor prevail in the San Francisco shops as in the Eastern cloak shops. The local cloak trade, however, is quite limited as the local retailers and merchants patronize largely the Eastern markets. Quite recently, Local No. 8 renewed its agreement with the local manufacturers' association, after considerable altercations, retaining the same wages and other standards.

SEATTLE CLOAKMAKERS

Local No. 28, of Seattle, has hardly undergone any change during the last two years. The local cloak trade has not increased nor has the local gained in membership. At that, nearly everyone who works on cloaks or skirts in Seattle belongs to the Local. Conditions in the shops are fairly good. The workers work by the week, and enjoy all the other conditions established by our organization in all other markets.

OUR CANADIAN CLOAKMAKERS

MONTREAL

The past two years, since the Chicago Convention, have been the most trying years in the existence of the Montreal Cloakmakers' locals, years of constant struggle and turmoil.

During these two years the relations between the Union and the employers have undergone a material change. From an attitude of
co-operation and peace, the employers have changed their tactics into bitter hostility towards the workers and a determination to rule them with an iron hand. The manufacturers simply did not rest and one shop strike after another had to be called, all through 1920, to make the employers live up to their obligations.

The crisis was reached in the spring of 1921 when the Cloak Manufacturers' Association of Montreal, inspired by similar attempts of manufacturers in other industries, made up their minds to reduce wages, to lengthen hours and to do away with other hard-won working conditions. The agreement with the Union was to expire on May 1, 1921 and the Joint Board held a number of conferences with the Association but all without success. There were a number of factors which convinced our Montreal membership that it must be prepared for trouble with the employers. First, there was the decision of the impartial chairman, rendered in connection with a demand the Montreal cloakmakers had made in 1920 for an increase of wages of Eight Dollars for every worker. The decision was favorable to the employers inasmuch as it said that while the workers were, perhaps, entitled to an increase at the time of the renewal of the contract in 1920, they were not entitled to it now. The unsuccessful end of the Toronto strike and the demoralized state of the Toronto organization was another factor which made the prospects of peace in the Montreal industry quite remote. The manufacturers kept on reiterating that Toronto is competing with them and that Toronto is working piece-work and that wages in Toronto are in general much smaller and that they, the Montreal manufacturers, must have the same.

Nevertheless, the Montreal Joint Board, upon our advice, adopted a policy of watchful waiting and decided to take no action upon the demands of the employers until they would make the first move. During the entire summer of 1921 the Union was confronted with a number of single shop-lockouts and bitter discrimination against shop-chairmen and active members, and these shop-strikes have absorbed its entire energy and strength. Shortly thereafter came the Atlantic City Convention of the Cloak Manufacturers' Associations, which inspired the Montreal employers to more aggressive action. Discharges in the shops began right and left, coupled with threats, that unless the workers would consent to piece-work and longer hours they would all be discharged. The Association issued an official statement in the press that piece-work would be introduced before November 14th, and this was followed by a cut in wages and a refusal to deal with the Union.

Despite its difficult financial situation and the fact that the International was at that time being engaged on all fronts, the Montreal Joint Board decided to take up this challenge of the Association. By an almost unanimous vote the Montreal cloakmakers determined upon a general strike.
The strike was declared on November 9, 1921. The workers left the shops resolved to fight to the last against the high-handed manner of their employers, and the history of this strike, which lasted over three months, bears remarkable testimony to this wonderful spirit.

There was nothing left undone by the enemies of the cloakmakers of Montreal to break their spirit and resistance. Already on the second week of the strike the Union was served with an injunction taken out by a firm which had been fighting the workers for the last three and a half years. The Union has now appealed the case to the highest court in Canada. Yet in spite of all odds, after a fight of sixteen weeks, the 44-hour week and week-work is still the prevailing basis of working conditions in the Montreal cloak shops. The Union has settled with thirty-eight firms which employ about 900 workers. Several shops, employing about 300 people, remain unorganized. Of this number a majority did not belong to the Union before the strike. The International has contributed a considerable sum of money towards the financing of the strike, notwithstanding the fact that it had to face a half dozen conflicts at the same time.

The Montreal cloakmakers feel that they have won their strike, but are not misled as to the near future. They feel that they obtained only a truce for several months; they know that they must be prepared for a fight and are anxiously awaiting the outcome of the New York situation. They know, too, that their city is not completely organized; that there are some non-Union workers in the unsettled shops and there are thousands of dressmakers who must be organized as soon as industrial conditions improve and the opportunity is at hand.

TORONTO

Week-work, the 44-hour week and the recognition of the organization by the Toronto Cloak Manufacturers' Association was achieved in Toronto in the early part of 1920. It was the result of a long struggle lasting, on and off, for several years. The eleven-week strike in the Summer of 1919 ended in the winning of the 44-hour week, substantial raises for the workers, time and a half for overtime and eight legal holidays with pay. The question of week-work was, however, referred to subsequent negotiations between the Union and the employers. These negotiations were carried on for months until finally the Association conceded week-work and recognized fully the principle of collective bargaining and of other Union standards.

Such was the situation in Toronto in 1920. The present day, however, finds the situation in Toronto fundamentally changed for the worse. The Toronto Joint Board has lost more than half of its membership and the control of the local trade has slipped out of its hands. The immediate cause of this change was the abrogation of the agree-
ment in the local industry by the Manufacturers' Association which led to the reintroduction of piece-work and the break-down of a number of other Union standards in the shops. Besides Toledo, Toronto is the only cloak center where the cloak employers have succeeded in reintroducing piece-work after week-work became operative under the terms of a collective agreement. The cloak manufacturers of Toronto, for years bitter opponents of unionism, have adopted the week-work system only half-heartedly and, as it appears, without intention of living up to it. And so, after Brother Koldofsky had left Toronto, in the summer of 1920 to go with the People's Relief Committee to Europe, the employers immediately availed themselves of this opportunity to strike a blow at the Union. It must be kept in mind that the Toronto cloak trade is different from the Montreal trade inasmuch as it contains a number of large shops employing women workers on a section system and whose affiliation with the union was a matter of accident and not of choice.

Early in the Fall of 1921, the Association presented demands for the reintroduction of piece-work and after weeks of heartrending suspense and standing in the shadow of a lockout, most of the workers voted to accept a return to piece-work rather than to strike. This action naturally led to a still further demoralization in the locals which was accompanied by a loss of a large number of members.

In order that the locals might be held together, we decided to send Brother Amour to Toronto to work among those who have remained faithful to the Union and to gradually strengthen the position of the locals.

The few hundred faithful workers who have remained loyal to the Union have done all they could to assist in this work. Those who have gone back on the organization in 1921 by submitting to the threat of the Manufacturers' Association were dropped from the Union rolls and a steady campaign of agitation was carried on in all shops with the result that the membership in the Toronto locals rose to 450 members who are ready to defend the organization at all costs and who would not be intimidated by threats or cajoling.

Every loyal cloakmaker in Toronto feels that before long the International will reconquer its position in that city. They are all looking forward to the time when week-work will be re-established together with all other union standards. In this the International will help them to the fullest extent.

WAIST AND DRESSMAKERS OF NEW YORK

The last Convention has devoted a great deal of its time to Local No. 25, at that time the only local in the waist and dress industry of New York. The report of the General Executive Board to the Convention emphasized the fact that because of the huge size of
Local No. 25, the industry is not properly controlled and the interests of the workers not well taken care of, and recommended that the waistmakers be separated from the dressmakers and that the various branches in these trades be chartered separately and united under a Joint Board as in the cloakmaking industry. Several resolutions pertaining to this subject were presented at the last Convention. The Committee, to which the resolutions were referred, has given the subject its full attention and made the following report:

"Your Committee recommends that the incoming General Executive Board, in conformity with these resolutions, establish a Joint Board within Local No. 25 and charter locals in accordance with their best knowledge and experience." 

After considerable discussion, in which a large number of the delegates participated, the recommendation of the Committee was unanimously adopted by the Convention.

Shortly after the Convention, when the General Executive Board undertook to carry out this decision, it had to go through an experience which has given everyone of its members many perplexing hours and aggravation. Aside from the general industrial depression which has affected the waist and dress industry, we were also confronted with aggravated internal dissensions, incited and manipulated by outside elements. A group of so-called "active members" within the local, encouraged and inspired by outside intermeddlers, and unable to grasp the actual meaning and spirit of the decision of the Convention, spread rumors that we were aiming at the "suppression of the radicals" of Local No. 25; that we were out to "dismember" Local No. 25 because we were "reactionaries" and "did not believe in a one big union"; that as "traitors to the working class" we aimed at the "splitting of the class-conscious forces of Local No. 25." These vaporousings have created such an unwholesome atmosphere that meetings were broken up and leaflets containing vile accusations against our International and its General Executive Board were spread broadcast.

President Schlesinger was in Europe at that time and the situation was handled by Secretary Baroff and Vice-Presidents Sigman and Seidman. Later, when he returned from Europe, Vice-President Sigman, at our repeated requests, took over the situation and devoted all his time and his best efforts to carry out the decision of the Convention. That, however, did not stop the "groups of active members" from intriguing and slandering. We have done all we could to make clear that by separating the waist from the dress industry the workers in both these trades would be benefited. We have reasoned with them that since these two trades (waists and dresses) are two separate distinct trades, the working conditions in each trade being distinctly different from the other, the interests of the workers in both trades would be better served by having two separate locals. But all our arguing and reasoning was in vain.
When we would point out to them that the form of a Joint Board like the one existing in the cloak industry is the ideal form of an industrial union and the most workable expression of the "one big union" idea, they would not listen or pay any attention to us.

An I.W.W. group appeared on the scene agitating for the breaking away of the waist and dressmakers from the International. Various other groups with "programs," came into being—programs that had nothing to do with our industry and our unions, but only hindered us in our work, and for a time the confusion was indescribable.

The Executive Board of Local No. 25 concerned itself very little with the problems in our industry, the conditions in the waist shops and the living standards of the workers. Anything, except the differences and distinctions between the "Moscow Internationale" and the "Amsterdam Internationale," were foreign matters to them. In an agitation leaflet given out by a "shop delegates propaganda committee" the International was attacked in a shameful manner and the General Executive Board was charged with "crooked work" and "swindling."

On April 21, 1921, we received an official communication from the Executive Board of Local No. 25 demanding that our International at once become a member of the "Red Union Internationale" and forthwith withdraw from the "Amsterdam Internationale." In the same letter they characterized the International Federation of Trade Unions, which consists of practically all the national labor organizations in the world (with the exception of the American Federation of Labor) and has a membership of about twenty-five million, as "yellow traitors to the working class."

However, the spirit of irresponsibility, which was the master of the situation at that time, vanished somewhat and through the efforts and hard work of Vice-Presidents Sigman and Seidman, the separation of these two trades was finally accomplished and a Joint Board was organized of which the following locals are a part:

Local No. 22, dressmakers; Local No. 25, waistmakers; Local No. 58, waist buttonhole makers; Local No. 60, waist and dress pressers; Local No. 66, Bonnaz Embroidery workers; Local No. 89, Italian waist and dressmakers; and the waist and dress branch of our Cutters' Local No. 10.

The agreement with the Dress Manufacturers' Association has expired at about that time and the newly formed Joint Board began negotiations with the Association which led to a renewal of the agreement until January 23, 1923. In order that the working standards provided for in the agreement with the Dress Manufacturers' Association are also maintained in the hundreds of independent shops and in the numerous non-union shops which have grown and multiplied in every nook and corner of Greater New York, the Joint Board decided
to call a general strike in all these shops, and on February 9, 1921 this strike was declared.

The workers have responded splendidly to the strike call. In order to obtain better control over the entire industry, the workers of the Association shops were also called out and for a few days the entire industry was at a standstill. The strike ended successfully. Many evils which have accumulated in the shops were eliminated as a result of it. After the strike, Vice-President Sigman resigned his post as manager of the Joint Board, leaving the organization in good working shape. His place was taken by Vice-President J. Halpern.

Towards the end of 1921, the Dress Manufacturers' Association presented a number of demands to the Joint Board, notwithstanding the fact that the agreement had yet to run until January, 1923. The main demands were a reduction in wages and the right to "reorganize" shops at the end of each season, which meant, the right to discharge workers at every beginning of a season. The Joint Board held a number of conferences with the Association resulting in the Association withdrawing its demands.

Among the other important internal organization problems which have been at the front in the waist and dress industry, in the course of the last two years, we must mention the jurisdiction problem between Local No. 22 and Local No. 23 which has a large number of dressmakers and is affiliated with the Cloak Joint Board. There was also another jurisdiction question between Local No. 60, the Waist and Dress Pressers, and Local No. 35, the Cloak, Suit, Skirt and Reefers' Pressers.

As regards Locals Nos. 22 and 23: The General Executive Board believes that the interests of the New York dressmakers would have been best served if all of them belonged to one local or at least, if both locals belonged to one joint board. Local No. 23, however, is connected with numerous ties to the Cloak Joint Board—economic ties because the dressmakers of Local No. 23 are also skirt makers, and psychological ties because Local No. 23 was born, raised and developed under the wings of the Cloakmakers' Joint Board. On the other hand, it would be just as difficult for Local No. 22 to leave the Dress and Waist Joint Board and join the Cloak Joint Board. The existence of two locals in the same industry and their affiliation with two different joint boards frequently creates complications and misunderstandings. When there is a strike of dressmakers under the auspices of Local No. 23 and the Cloak Joint Board, they must seek the co-operation of Local No. 22 and in such cases Local No. 22 demands its share in the control of the strike. And vice-versa. When Local No. 22 and the Waist and Dress Joint Board call a strike and must look to the co-operation of Local No. 23, a similar situation arises. This problem must be solved and it is for this Convention to say the final word in this matter.
The Convention must also give due attention to the jurisdiction question between Locals Nos. 35 and 60 and decide upon it. The General Executive Board made the issuance of the charter to the waist and dress pressers subject to the subsequent approval of this Convention and has adopted the following rules to govern the relations between the two pressers' locals in the meantime:

1. Pressers of either local to be permitted to work in all shops controlled by either local without transfers.

2. There shall be established a Joint Grievance Committee composed of an equal number of representatives of both locals to try members of one local committing violations in the shops under the control of the other local and vice-versa.

3. Members of either Local No. 35 or Local No. 60 belonging to the Union less than one year are excluded from the benefits of paragraph 1 and must have transfers.

4. Local No. 60, the newly chartered local, shall have no right to take in any of the former members of Local No. 35 unless consent will be obtained from Local No. 35 for such member.

The Seventh Quarterly Meeting of the General Executive Board in Atlantic City has, after a discussion and a thoroughgoing appraisal of the situation in the dress and waist industries, decided upon a campaign for the establishment of the week-work system in these industries. The splendid results which week-work had brought in the cloak industry and its excellent moral effect upon the workers should be duplicated in the waist and dress industry. The entire attention and energies of our waist and dressmakers must be directed towards this aim and the authority of the Convention must be given to this plan in a clear and unmistakable manner.

In summing up the present situation in our waist and dress locals, we desire to emphasize again that it was the fact that the members of these locals have been distracted, diverted and drawn to a thousand and one problems which had nothing to do with the Union and the real interests of the workers, that was principally responsible for the indifference displayed by the large masses of the workers in the industry towards the Union. The hindrances and intrigues from the outside have estranged them from their organization. Let the action of this Convention be a solemn message to the workers in these industries to wake up to their responsibility, to rally round their locals so that it will become impossible for phrasemongers to weaken their ranks and reduce thereby their working and living standards which has taken years to achieve.
WAIST AND DRESSMAKERS OF PHILADELPHIA

The only important strike which our organization could not bring to a successful end during the last few years was the great, epoch-making waist and dress strike of Philadelphia. After a struggle of twenty-six weeks, the International, acting jointly with the leadership of Local 15, the Waist and Dressmakers' Union of Philadelphia, decided to give up this struggle.

For twenty-six weeks the workers remained on strike, and not for a minute could the enemy shatter the unity of their ranks, weaken their spirit or make them desert their Union. The history of the labor movement, which is rich in great conflicts between workers and employers, can hardly point to a braver struggle than the one waged by the twelve hundred waist and dressmakers of Philadelphia, the majority of whom were women.

Nothing seemed to be too hard for them; no persecution seemed able to cow their spirit or lessen their resistance. And because of that the struggle of the Philadelphia waist and dressmakers is the pride and the glory of our International, even though it did not end as our valiant strikers deserved. Nor do we regret having spent $200,000 on this strike. Quite to the contrary: had we seen prospects for a complete victory, we would have kept up the strike and would have spent on it twice as much.

The strike was called on August 30, 1921 and it ended on February 28, 1922, exactly six months. That the Philadelphia waist and dressmakers would have to pass through a bitter struggle with their employers seemed certain a long time before the strike. The Philadelphia waist and dress employers have begun finding fault with our workers and the Union from the first hour they scented that the industrial conditions were changing and that the time was approaching when manufacturers would not be able to profit on such a grand scale as during the war years, when so many of them had become wealthy overnight. Already in January 1920, when the collective agreement between their Association and our Union had still a whole year to run, they began complaining about the Union. Of a sudden they discovered that the clause in the agreement which provides that in case of a stoppage, the Union is to be given reasonable time for the returning of the workers back to work and for the investigation of the grievance in question, is detrimental to their interests and they began threatening with the abrogation of the agreement unless the Union consent to amend this clause in such a way that would give them the right to discharge workers who take part in a stoppage even after they had returned to work at once.

President Schlesinger was at this time in Europe and Secretary Baroff, after a conference with the Association, settled this dispute with them. Nothing was heard from the Association then until next
November, 1920, two months before the collective agreement was to expire. In November they notified us that they were ready to begin negotiations for a new agreement but attached a condition in advance that the Union must consent to an increase in the work-hours, to a reduction in wages, to the abolition of chairladies in the shops and to give them the absolute right to discharge workers. In December, 1920, a series of conferences was held between our Union and the Association.

The situation became very strained and the Union began making preparations for defense. The Association finally changed its tone and asked for arbitration. We, however, fully realized the danger of arbitration at a time when the clamor for "putting labor in its proper place" was filling the columns of the press and was strongly influencing public opinion. The Association, however, made an appeal to the Mayor of Philadelphia to arbitrate the dispute and, as a result, President Schlesinger and Elias Reisberg, the manager of Local 15, were invited by Mayor Moore of Philadelphia to state the case for the Union. At this conference our representatives explained to the mayor that our International has agreements with a number of employers' associations which have many months yet to run and that not a single one of these associations has so far come out with demands for a drastic change in the prevailing working standards and that if standards are reduced in Philadelphia, either by conference or by arbitration, it would inevitably affect the standards of tens of thousands of our members all over the country. Mayor Moore recognized the justice of our representatives' position and suggested that the agreement between the Union and the Waist and Dress Association remain in force under the same terms until June 14, 1921. The Association and the Union both accepted this suggestion.

When this temporary agreement came to an end, conferences were again arranged between the Union and the Association to discuss a basis for a new agreement. The manufacturers presented to the Union a new drastic set of demands, the sum and substance of which amounted to the destruction of the Union. During the conferences it became apparent that the Association had fallen completely under the influence of the Philadelphia Chamber of Commerce which was egging it on to a finish fight with the Union.

At the very last hour the manufacturers again began to clamor for arbitration and President Schlesinger declared to them that he agreed to this proposition but that in order not to jeopardize the interests of tens of thousands of our workers in other trades and cities, the date for this arbitration, be set for November 15. Again Mayor Moore invited the Union to a conference at which President Schlesinger, Vice-President Sigman and Elias Reisberg were present. Again our representatives successfully proved to the Mayor that we could not arbitrate the issues involved in the dispute at a time when 50,000 cloakmakers in New York and thousands in other cities were about to
renew their agreements with their associations. Mayor Moore was again impressed by the argument of the Union and asked the representatives of the Association to accept the Union’s proposal. But the manufacturers bluntly declared that they would not accept any compromise and that they would immediately reduce the wages 25 per cent and proclaim the “open shop” in their factories.

We had done everything within reason and honor to avert a strike, standing firmly, however, by the policy of retaining the prevailing work-standards. On August 26 the waist and dressmakers of Philadelphia gathered at the Arch Street Theatre to have their final say in this critical situation. After the report of the conferences with the employers had been rendered, the thousands of workers who crowded the theatre to capacity, voted unanimously to reply to the arrogance of the employers with a general strike. On Tuesday, August 30, at ten o’clock in the morning all the waist and dressmakers of Philadelphia left their shops. The general strike became a fact and continued in force for twenty-six weeks.

During these twenty-six weeks the workers in the waist and dress industry of Philadelphia have been subjected to every form of oppression and persecution. Hounded by the police, fined and jailed by the courts, stopped at every turn and move by injunctions, the strikers, nevertheless, remained undaunted and their divine fire of resistance was never squelched nor extinguished during all the long and weary months of this heartrending struggle.

Yet, despite all these odds, the waist and dress manufacturers of Philadelphia would not have come out victors of the fight were it not for the abnormally bad conditions in the local industry. There was very little work in the waist and dress shops of Philadelphia during the last season and the manufacturers were able to get along with the strike-breakers they succeeded in obtaining from other trades. Solidarity, enthusiasm, and even financial means cannot always guarantee a complete victory in a labor struggle.

We have decided to give up the strike but we have not conceded defeat. We have acted in the conviction that it is better policy to take a respite and to wait for a more opportune moment when we might, with united forces, attack the waist and dress employers of Philadelphia and make them capitulate to the just cause of our workers.

Local 15 of Philadelphia has always been one of our best locals in times of peace and it has proudly carried aloft our banner in times of conflict.

DRESSMAKERS OF CHICAGO

The attention of the Joint Board of Chicago has for a considerable time been concentrated on the matter of the affiliation of the Chicago Dressmakers’ Union, Local No. 100. Right after the last Con-
vention a series of meetings were held between the dressmakers' local and the Cloakmakers' Joint Board. At these joint meetings a basis was sought on which Local No. 100 could become affiliated with the Joint Board, as was decided at our last Convention. After a great deal of discussion we have obtained gratifying results. Local No. 100 and the Joint Board became one body and we are certain that this affiliation has contributed a great deal to the improved conditions of Local No. 100. The Joint Board represents the majority of the ladies' garment workers in Chicago and it could not fail to exercise a beneficial influence on Local No. 100.

We have succeeded in averting a strike in the dress trade in Chicago. The Joint Board, acting for Local No. 100, entered into a collective agreement with the Chicago Dress Manufacturers' Association. The agreement is a continuation of the agreement of 1919 and is to be in force until January 1st, 1923.

WAIST AND DRESSMAKERS OF BOSTON

The last two years have been uneventful in the life of the waist and dressmakers of Boston, Local No. 49.

The dress and waist trade in Boston has dwindled down considerably owing to the fact that most of the waist manufacturers have moved out of the city into the so-called "suburban zone." In their place a number of small shops has sprung up and these are very hard to control. Time after time the local made attempts to unionize these shops and also to go out of town after the shops that had run away from union control in Boston, but these efforts proved to be very costly and not successful.

It was quite natural, therefore, that the membership of Local No. 49 became considerably smaller, which was even more augmented by the fact that 1921 was a very bad year in the waist and dress industry of Boston and there was a lot of unemployment. Of the few hundred English-speaking native women who belonged to Local No. 49 very few remained. The reason why these girls stopped coming to the meetings of the Union and subsequently dropped out of the organization was, first because this element as a rule is the hardest to keep together in critical times and secondly because the meetings of Local No. 49, instead of discussing questions pertaining to the trade and the problems of the Union would spend their time on every possible problem under the sun except such that directly concerned the organization.

The dealings of Local No. 49 with the Dress Manufacturers' Association of Boston have been hardly more than perfunctory during these two years and lately, this organization has gone out of existence entirely. Since January, 1921, Vice-President Gorenstein has been in charge of Local No. 49. At one of the last meetings of the General Executive Board, Local No. 49 has made a request for a general strike in
the trade. In view of the prevailing inactivity in the trade and the im-
possibility of carrying out such an undertaking without a more sub-
stantial organization than the one Local No. 49 possesses now, the Gen-
eral Executive Board decided that it would be impractical to under-
take such a step at the present time.

WAIST AND DRESSMAKERS OF LOS ANGELES

We have made two attempts to organize the waist and dress in-
dustry of Los Angeles which consists of about 50 shops with approx-
imately 2,500 workers, but each time we had to give up this work 
egoing to the very meagre results accomplished in that direction. The 
element of workers employed in this industry is largely composed of 
Mexican, Spanish and American girls, with a small percentage of 
Jewish girls. Local No. 103 was organized in 1919 through the ef-
forts of Local No. 52 and in 1920 it had about 250 members with 
good prospects of building up a substantial organization. Soon after, 
the local became involved in a very bitter single shop strike with the 
result that after several weeks of striking, the firm went out of busi-
ness. The firm on strike was supported by the local Women's Ap-
parel Manufacturers' Association and the local Chamber of Com-
merce. Local No. 103 and Local No. 52 conducted this strike with 
remarkable energy but the strikers lost their jobs and this had a very 
discouraging effect upon the young local. The bad times which fol-
lowed and the fact that the majority of the girls in the trade are 
Spanish-speaking, has made the chances for organizing the waist and 
dressmakers of Los Angeles, at least for the present, very slim.

A nucleus of a local, however, exists and the few who seem to be 
very active are hoping, when conditions change for the better, to be-
gin an energetic organization drive in the local industry. When this 
time comes, the International will do its share to help them in this 
work.

NEW YORK CHILDREN'S DRESSMAKERS

Soon after the last Convention, Local No. 50 became involved in a 
serious dispute with the Children's Dress Manufacturers' Association of New York. The agreement between Local No. 50 and this 
Association called for the introduction of a definite minimum wage-
scale in the industry not later than September 15, 1920. The As-
sociation, however, made every effort to side-step this clause and 
finally refused point blank to adhere to it, coming out with a demand 
for a "standard of production" in return for the minimum scale-
wage. When the General Office insisted upon the observance of the 
terms of the agreement and suggested that the matter be referred 
to a board of arbitration in accordance with another clause in the 
agreement, the Association sent an ultimatum to the Union setting
a time limit for the Union's consent to the elimination of the "minimum wage" paragraph from the agreement.

There was very little work in the children's dress trade and the manufacturers brazenly took advantage of this situation and literally tore up the agreement to pieces, feeling confident that the workers would be unable to retaliate. The Union decided to bide its time until an opportunity presented itself to bring the manufacturers to terms.

During the preceding months the employers had taken every possible advantage of the terrible unemployment which prevailed in the trade and acted in a degrading and brutal manner towards the workers. On March 3rd, the Children's Dressmakers Union held a great mass meeting in Cooper Union and voted unanimously for a general strike. The response to this strike was highly satisfactory. It gave new life and strength to the Local, and while it did not cover the entire industry, as the workers in a number of Association shops did not respond to the strike-call, it nevertheless covered a majority of the shops and secured union conditions in them. Settlements were made individually, as by that time the Association had dissolved and gone out of existence. A minimum scale of wages was established and those employers who made arbitrary wage-cuts during the preceding slack period were compelled to return these wage-cuts to the workers in the form of back-pay.

NEW YORK WHITE GOODS WORKERS

Local No. 62 was no exception to the rule and has suffered as much from the bad industrial conditions during the last two years as our other organizations.

During the second half of 1920, and the first months of 1921, Local No. 62 has led a rather peaceful existence, save for the fact that there was considerable unemployment in the industry. In February, 1921, the Local began to negotiate a collective agreement with the Cotton Garment Manufacturers' Association, fully a month before the expiration of the old agreement. At the same time, it started an organization campaign and succeeded in enrolling a substantial number of new members.

The conferences, which lasted a number of weeks, resulted finally in an agreement at the end of March. The settlement retained the prevailing rate of wages despite the demand of the Association for a reduction and established a minimum scale for week-workers and apprentices and an increase in the basic rates for piece-workers. The signing of the new agreement was a distinct victory for the workers and brought new life and a new spirit among the members of Local No. 62, but unemployment on a large scale continued in the white goods in-
dustry all through 1921 and greatly harassed the organization. It created a number of open shops in the trade which became a real menace to Local No. 62. The Union also suffered considerably on account of the removal of some shops to small country towns. Attempts have been made by the officers of Local No. 62, in conjunction with the Out-of-Town Department of our International to organize these fugitive shops but these met with no success. The manufacturers generally open shops in such towns where industrial conditions are the worst and the women workers whom they employ are, as a rule, supporters of families. It is not difficult, therefore, to imagine that organizing work in bad times is almost impossible among such workers.

Local No. 62, however, retains its position of influence in the trade and regulates the work standards and conditions for a majority of workers in the industry.

NEW YORK HOUSEDRESS AND KIMONO WORKERS

Among the oldest organizations of women workers in New York City is our Local No. 41, the Housedress and Kimono Workers Union. Like its sister organization, Local No. 50, it has also been very badly affected during the year of 1921; the frightful trade depression has engendered apathy among the membership, which has diminished considerably. The General Office has sustained Local No. 41 during that year both financially and morally.

Local No. 41 has been chiefly a local of housedress workers, although there are several thousand of kimono workers in the city of New York. The Local has encountered great difficulties in organizing the workers in the kimono trade because of the large number of Spanish and Syrian workers employed in it. For a time the International has engaged a Syrian and Spanish-speaking organizer but his efforts met with no success in spite of the fact that industrial conditions generally and in this industry in particular, were exceptionally good at that time.

The General Executive Board at the end of 1921 authorized the organizing of a Joint Board of Miscellaneous Trades in New York. So far this Joint Board consists only of Local No. 50, the Children's Dressmakers and Local No. 41, the Housedress and Kimono Workers. The Joint Board has made an attempt to have Local No. 62 affiliate with it but so far met with no success. The General Executive Board directed Local No. 10 to have its Miscellaneous Branch affiliate with this new Joint Board but as yet Local No. 10 has not complied with these instructions.

The establishment of this new Joint Board in New York was based principally on the motive of economy and the community of interests between the locals of the miscellaneous trades. The last two years have
been very bad ones in the children's dress, housedress and kimono trades in New York City and these conditions have reflected themselves to a great extent upon the financial state of these locals. Both Locals 50 and 41 have shops in every nook and corner of the city and until this Joint Board was established, they had to have separate offices and clerks in as many widely scattered sections of the city. Management under one joint board obviates the necessity of many offices, concentrates the work and eliminates a great deal of duplication of effort.

NEW YORK PRIVATE DRESSMAKERS

Local No. 90, which has jurisdiction over the private dressmaking trade in New York City, finds itself in approximately the same condition as two years ago. Its members, while still a minority in the trade, comprise the best and most skilled workers in the trade. Early in 1920 the private dressmakers signed an agreement with a considerable number of dressmaking establishments providing for the 44-hour week, double pay for overtime and substantial wage increases.

Local No. 90 never forgets that it has a big organization task ahead of it. The members of Local No. 90 know that their industry is far from fully organized and are considerably on the alert to increase their numbers and gradually to strengthen their control over the shops. Conditions during the past two years, however, were not favorable to successful organization work and no appreciable headway was made in that direction. In the organized shops the local has managed to retain all the standards they had gained in previous years.

NEW YORK PETTICOAT TRADE

We have a small local in the petticoat industry of New York—Local No. 46. For the past five years the International has made one effort after another to organize the workers in this trade. In 1917 we had an unsuccessful strike in that trade and immediately after the strike was ended the local went out of existence. We reorganized the local in 1919. A special organizer was placed in charge and a strong attempt made to enroll as many members as possible.

After several months of agitation and preparatory work, a strike was again called in the industry in the Summer of 1920. Several hundred workers responded to the strike call but the strike again proved unsuccessful. The workers on strike held firm for several months and the International spent over $25,000 in strike benefits alone. But the season in the industry came to an end and the strike had to be called off.

For over a year the trade was in the throes of severe unemployment. In the Fall of 1921 the trade began to pick up and Local No. 46
started organizing work again. The revival in the trade, however, was of short duration. At present Local No. 46 controls a few shops only and is located in the same offices with Local No. 41. The present outlook for another organization campaign in this industry is very bright but we must wait until the industrial crisis is over.

NEW YORK DESIGNERS' UNION

The designers in our industry in New York City are organized for the last three and a half years under the name of the "United Designers of the Ladies' Garment Industry of New York, Local No. 45." They have done away with many abuses from which they suffered considerably in the past. The existence of this local has also helped the cloakmakers Union of New York to obtain ever greater control over the cloak industry.

During the recent general cloak strike in New York, Local No. 45 co-operated with the rest of the workers in the industry in a commendable spirit of unity. It must be kept in mind, that it is a much harder task to organize designers than other workers. Many of them still consider themselves as belonging to a special class of "artists" who are above ordinary workers and are a part of the employer's family.

Local No. 45 has done its utmost to break down this prejudice and it is gradually increasing its membership. The Cloakmakers' Joint Board, to which it belongs, has been helpful to them in this direction, taking care that only Union designers in good standing are employed in the shops, wherever possible. Among the five hundred men and women who belong to Local No. 45, are the best and the most reputable artisans in the industry.

THE WATERPROOF GARMENT INDUSTRY

The waterproof garment industry, better known as the raincoat industry, is centered largely in New York City. It is one of our best organized trades and consists of an element of workers who know the value of organization and are quite capable of defending their interests.

During the war years, and for a year after the Armistice, the waterproof garment industry was one of the busiest in the country. In addition to an increased demand for civilian raincoats, the Government was ordering millions of raincoats for the Army (the so-called "slickers") and many large rubbergoods factories were converted into waterproof garment shops. The Government also opened big gas-mask factories, and the demand for operators and cementers was unusually great.
During those years, our raincoat makers have made remarkable progress in organizing the trade and in improving work-conditions. The earnings of the raincoat makers in those days could compare favorably with the earnings in the best paid industries of the country and their membership has more than doubled. Since 1920, however, the trade has suffered a severe slump. The manufacture of army slickers was stopped entirely and the demand for civilian raincoats became very small on account of the general economic situation in the country. As a result, only those workers who have always derived their livelihood from the raincoat trade remained in the organization, while those who have become raincoat makers during the period of prosperity, left the trade as quickly as they got into it.

Our General Executive Board has done everything in its power to help the locals to keep in the Union those workers who had joined the organization during the years of prosperity. We have appointed a special organizer, who visited, in the course of a number of months, all the waterproof garment centers in the interest of the organizations in the raincoat trade but without success. When millions of workers are without employment a job is a very great asset and at such a time an organizer can hardly be expected to make any headway.

NEW YORK

In the Summer of 1920, the Waterproof Garment Workers' Union of New York, Local 20, carried on strikes against a number of employers who opened shops in small towns in New Jersey, Connecticut and on Staten Island in an effort to escape New York union conditions, and thereby to break down the labor standards in the trade. Local No. 20 decided on carrying the fight into these towns and organize these fugitive shops. It succeeded in this with considerable results: In Staten Island, however, the officers of the local met with severe prosecution from the authorities and were fined for contempt of court. A few members of the local were "framed up" in that same town on charges of assault and were convicted and sentenced to two and a half years of imprisonment. A few months later, however, Governor Smith reviewed their case and they were pardoned. Not satisfied with the personal persecution of the members of the Union, the Staten Island scab firm endeavored to drain the treasury of the organization through a suit for an injunction and damages. After months of litigation, the Supreme Court dismissed the suit upon the motion of ex-Justice Seabury.

On August 1, 1920, the agreement between Local No. 20 and the Manufacturers' Association in the local industry expired and negotiations for a new contract were begun. After several conferences, the workers succeeded in retaining all the standards and labor conditions prevailing under the old agreement, in addition to several improvements. When, however, in August, 1921, the Waterproof Garment
Workers' Union submitted the same agreement for renewal to the employers, they met with opposition. A number of employers failed to sign the agreement and instead locked out their workers. The Union replied with a strike against these firms and within three weeks these firms signed agreements on the same terms which they had so rashly rejected. There was, however, no necessity for a general strike as the most important firms in the trade signed the agreement without fighting the Union.

Today, the raincoat trade in New York is fully organized and works under full Union conditions. Local No. 20 has recently raised a substantial fund to organize the raincoat trade outside of New York, and is continuing its campaign on Staten Island to organize the local contractors' shops in face of very stubborn opposition.

Local No. 20 until recently had as its manager Brother Louis Wexler who has made himself very popular among the members and respected in the industry. Brother Wexler has been succeeded by Brother Arthur Samuels, another well-known member of the Raincoat Workers' organization and formerly general organizer of the International.

BOSTON

The Raincoat Makers' Union of Boston is a compact and vigorous local exercising full control over the trade in that city.

In 1919 Local No. 7 was successful in organizing a large number of rubber and garment workers employed in the huge factories of the United States Rubber Company,—the Rubber Trust,—in Cambridge, a suburb of Boston. Their drive resulted in the enlisting of over a thousand Cambridge workers in the local. Subsequently, the Cambridge rubber workers were granted a separate local, No. 128. The industrial slump and the accompanying setback of the organization spirit were, however, too much for this newly organized group of workers. Very soon the rubber barons of New England succeeded in squelching with an iron hand every form of organization in their shops.

When the cloak strike broke out in Boston, several raincoat manufacturers following the example of the cloak employers, began to mistreat their workers and brought about a strike in their shops. The strike, however, was of limited duration and was soon settled, the Union having succeeded in bringing the employers to terms. In addition to these strikes several other shop strikes have taken place in the raincoat industry of Boston in 1921 which were settled invariably in favor of the workers.

The membership of Local No. 7 has dwindled down considerably since the boom days of 1918-1919, when the industry expanded abnor-
mally to meet the unusual conditions of the times. There are less shops in Boston now and work is not so plentiful. Yet, the Boston raincoat makers have maintained their organization in good shape; have retained their work standards, and are facing the future with confidence.

CHICAGO

The Chicago Raincoat Makers' Union, Local No. 54, is a part of the Chicago Joint Board. The waterproof garment trade in Chicago is much smaller than in Boston but the local has a very active and devoted membership.

The last two years have been very poor ones in the Chicago raincoat trade. There was little work in the shops and it has, naturally, had a bad effect upon the workers. Some Chicago employers have also moved out of town and opened shops in adjacent small cities running them on a non-Union basis, and the Local, supported by the Joint Board of the Chicago Cloakmakers, went after these runaway firms and tried to unionize their shops, but not with much success.

Notwithstanding these hardships, Local 54 has succeeded in retaining all the labor standards it had won in former years and its members work today under the same conditions they worked two years ago. The local had trouble with several firms which attempted to revoke some of these gains, but it succeeded, after short strikes, in retaining all its working standards.

Local No. 54 looks forward to a revival of conditions in the industry to be able to strengthen itself in Chicago proper and also to be able to do organizing work in the nearby cities where raincoat shops are located.

RACINE, WIS.

This local of rubber garment workers was organized in Racine, Wis., of the workers employed in the big factory of the Chicago Rubber Company in that city. It was formed as the result of a spontaneous strike.

In the three years of its existence, this local has had quite a stormy history. The Racine firm, even after the strike was settled in 1919, never wanted to sign an agreement with the Union, and attempts made by President Schlesinger in 1920, at the time of our Chicago Convention, to meet the heads of that firm for the purpose of negotiating an understanding have failed. The local continued to exist, nevertheless, and to exercise, by the very fact of its existence, a restraining influence upon the despotism and greed of the firm.
Lately, however, the attitude of the firm's officials became more and more arrogant and unbearable. Early in February, the firm announced a price reduction on certain section operations without consulting the workers and when the chairman of the local protested against it, the manager of the factory brutally assaulted him and threw him bodily out of the office. The workers immediately quit work and went on strike.

This strike has been going on nine weeks. Vice-President Schoolman, and later Vice-President Sigman went to Racine to look into the situation, and upon their recommendations, the General Office forwarded to the strikers financial assistance, $2,000 in four weekly instalments. The strike is in very good shape for not one of the one hundred strikers has returned to work. Local No. 114 is determined to wage this fight until they win recognition and better treatment from their employers, no matter how long this strike might take.

MONTREAL

Local No. 102 is affiliated with the Montreal Cloak Joint Board. It is a gallant little organization composed of tried Union men. In March, 1921, the raincoat manufacturers of Montreal conspired to wreck Local No. 102. The raincoat makers put up a brave stand and fought the proposed reductions in wages with determination, knowing that a failure on their part would pave the way for a reduction in the cloak industry. This fight has weakened the local considerably. The trade depression that followed compelled many of its members not only to leave the organization but in many cases also the city to seek elsewhere means of support for themselves and their families.

The members of Local No. 102 hope that they will again be able, through their organization, when conditions in the trade will change, to continue the fight and put their local in a controlling position of the Montreal raincoat industry.

BONNAZ EMBROIDERY WORKERS

Shortly after the last Convention, the agreement between Local 66 and the employers' association in the industry expired. A number of attempts were made by the Union to reach an understanding with the Association; but having failed in this, the Union decided to call a general strike in the industry. The strike was settled one week later, with a complete victory for the Union. The strike came at the beginning of the busy season and the Union won all its demands, including the right to arrange for a 40-hour week during the slack periods of the year.

The conditions in the Bonnaz embroidery trade continued favorably for the workers until the end of August, 1921, when the Embroidery
Manufacturers' Association, disregarding the collective agreement with the Union which was to run until August, 1922, made a demand for a 30 per cent. decrease in wages and threatened to establish the open shop if the Union refused to grant the wage cut. The Union was ready to enter into conferences with the Association, but instead of displaying an attitude of conciliation, the employers began to lock out their workers. The Union accepted the challenge and declared a strike against twelve of the biggest firms in the trade. After a stubborn fight, which lasted a number of weeks, the Union succeeded in bringing to terms eleven of these twelve firms. The firm of Richter Bros. succeeded in obtaining an injunction against the International and Local No. 66, and against this firm the strike continued.

Recently Local No. 66 was served with an injunction by another firm which had cut the wages of the workers and lengthened their working hours, in violation of the agreement to which the Union replied with a strike. This injunction was subsequently dissolved by Justice Wagner. His ruling served to establish a precedent which we expect to be of material significance to labor in the future. Among other things, Justice Wagner said in his opinion: "I know of no sound principle of rule which prohibits orderly picketing. . . . The right to picket is founded on constitutional principle. . . . This constitutional guarantee still survives and must be respected and upheld."

Needless to say that this decision had a salutary and encouraging effect on the workers. By the end of March, Local No. 66 succeeded in signing an agreement with the Richter Bros. firm and the other firm, scoring a clean victory after a strike which lasted more than a half a year.

When the Joint Board in the waist and dress industry was organized, Local No. 66 joined it and has since been a loyal member of this Board. During the recent organization drive in the waist and dress industry, Local No. 66 has done its full share.

The organized embroidery workers have a very difficult problem to solve in view of the numerous home workers which have been multiplying in the industry of late years. The difficulty of organizing such workers is quite obvious.

In general, conditions in the Bonnaz embroidery trades are satisfactory and Local No. 66 has succeeded in fully protecting the workstandards and earnings of its members, and is one of the strongest locals in our International.

**SWISS EMBROIDERY WORKERS**

Seven years of steady organizing work have put the Swiss Embroidery Workers' Union of New York in a position of almost complete control of the industry in this city.
In December of 1920, the Allied Lace and Embroidery Manufacturers' Association, the employers organization in the trade, has put forth a demand for a wage reduction of 30%. President Schlesinger, who conducted the negotiations for the Union, insisted that our International will not concede this point under any circumstances. He offered to cooperate with the manufacturers in making a survey of the industry in order to eliminate waste of which the manufacturers complained. At the same time, the workers decided to raise a big defense fund to be used in an emergency. The determined stand of the Union made the employers change their minds and they withdrew their demands.

All through 1920 and the greater part of 1921, Local No. 6 has conducted a vigorous agitation campaign among the Swiss embroidery workers of New Jersey. There are more than two thousand highly skilled embroidery workers scattered in shops in a dozen of New Jersey's coast towns where the Union has, during the last seven years made many efforts to build up a strong organization. An extraordinary effort was made during the year of 1920 towards which the International has contributed financially. That campaign culminated in a general strike which was called in February, 1921 in all shops in Hudson County, New Jersey. The strike was called for the purpose of establishing uniform working conditions in the trade in New York and New Jersey. This strike met with the usual obstacles and difficulties attending every labor struggle in small towns. Immediately the employers banded together and obtained an injunction against the Union which they later succeeded in making permanent, which harassed the strike from its first day and materially affected its outcome. Local No. 6 nevertheless, succeeded in signing agreements with a number of employers.

Recently the New Jersey workers, as a branch of Local No. 6, petitioned the General Executive Board, with the consent of Local No. 6, for a separate charter on the ground that it would be much easier for them to conduct organization work if they were a separate New Jersey organization.

Last March, Local No. 6 has renewed its agreement with the Allied Lace and Embroidery Association of New York for two years retaining all standards in the shops except for a reduction of wages of 10 per cent. agreed upon several months before.

**OUR LADIES' TAILORS LOCALS**

**Local No. 3, New York**

Both the Boston and the Chicago Convention of the International, have adopted resolutions for the amalgamation of the sample makers and the ladies' tailors of New York. The Chicago Convention made
it mandatory that the amalgamation should come into effect within thirty days after the Convention. Accordingly the General Executive Board took the matter in hand right after the Convention and an amalgamation was perfected in July, 1920. Both locals were united under the name of "Ladies' Tailors, Sample Makers and Alteration Workers' Union, Local No. 3."

The amalgamation has been a source of benefit and strength to the workers of both trades. It has given them greater control of the industry. The affiliation of the ladies' tailors with the Cloakmakers' Joint Board, also aided materially to the interest of the ladies tailors. The Local is now composed of three branches—a branch of ladies' tailors, a branch of sample makers and an Italian branch—all having separate meetings but with one Executive Board and managed from one office.

The history of the sample makers for the last two years has already been covered in the chapter on the New York Cloakmakers' Joint Board. The ladies' tailors, however, had to fight a battle of their own with their employers, apart from the sample makers, also under the protection and with the assistance of the Joint Board.

Early in 1921, the employers in the ladies' tailoring industry made an attempt to force the reintroduction of the piece-work system and to reduce wages to the level of pre-war standards. This bold attempt was frustrated by the determination and solidarity of the workers and after a series of conferences the master tailors withdrew their demands.

In August, 1921, the Couturiers' Division of the National Garment Retailers' Association, which is the employers' association in the ladies' tailoring industry of New York, served notice upon the Union that drastic revisions must be made in the agreement which was about to expire—a four-hour increase in the work week and a 15 per cent. wage cut. After a number of conferences, the Association finally agreed to continue under the old terms and conditions. At the writing of this report, the terms and conditions of the old agreement are still in force with no change in the work-standards in the industry.

Local No. 36, Boston

The Boston Joint Board has revived in 1919 the ladies' tailors local, No. 36, of that city. After some active agitation the ladies' tailors succeeded, under the guidance of the Joint Board, in introducing standard union conditions in the ladies' tailors' shops. During the strike conducted by the ladies' tailors in New York in 1920, Local No. 36, together with the Joint Board, was quite helpful to the New York
ladies' tailors in preventing owners of ladies' tailors shops in Boston from making scab work for New York firms.

It is unfortunate, however, that there is not an element of workers in that local energetic enough to follow up the position of advantage which they secured in 1920 and the local is very small as a result of it. It is to be hoped that when all the Boston locals of the International become affiliated under one Joint Board that there will be a better opportunity for organizing the whole ladies' tailoring trade of that city.

Local No. 76, Philadelphia

The small local of ladies' tailors which we have had in Philadelphia has, during the past two years, become a local of custom dressmaker exclusively. Most of the men tailors have joined Local No. 2 of Philadelphia. Organizing work among the private dressmakers in Philadelphia is a very slow and difficult process. However, the group of loyal girls which has kept this local alive is continuing its work in the hope that improved conditions will enable them to make a successful drive among the workers in this trade with a greater measure of success than heretofore.

Local No. 104, Chicago

During the last two years, the Chicago Ladies' Tailors, Local No. 104, which is a part of the Chicago Joint Board, has steadily strengthened its position and is now an important factor in the local trade. 1920 was a peaceful year for the Chicago ladies' tailors except for a few minor clashes with their employers, through which they have succeeded in gaining a wage increase for their workers. In August, 1921, the Ladies' Custom Tailors Association, the organization of employers in the trade, informed the Union that it was determined to reduce wages 20 per cent. and to discharge workers at will. The workers refused to concede these demands and were subsequently locked out in twenty of the larger shops. The lockout turned into a strike which spread to other shops under the joint management of the Chicago Joint Board and Local No. 104. Within less than two weeks the workers gained a complete victory, retaining all the old conditions.

The outcome of this strike has had a beneficial influence upon the workers and the conditions in the industry have remained undisturbed.

Local No. 101, Baltimore

The Baltimore Ladies' Tailors Union, Local No. 101, which is a part of the Baltimore Joint Board, has gained for its members, during the past two years, the same conditions which organized ladies' tailors
have gained in other centers. In January, 1921, the Master Tailors in Baltimore refused to pay for legal holidays and asked for a 20 per cent. reduction in wages. Notwithstanding the fact that conditions in the trade were rather poor, the workers knowing that such a concession to the employers would injure the workers in the ladies' tailoring industry in other cities, decided to resist the demands of the employers and a strike in all the local tailoring shops followed. This strike was subsequently settled in favor of the workers.

**Local No. 97, Los Angeles**

There exists in Los Angeles also a small local of ladies' tailors, Local No. 97.

Custom tailoring is not a trade of much consequence in Los Angeles, and the few dozen workers in the trade are scattered in small establishments where from one to two persons are employed. The Local had succeeded in establishing, with the aid of Local No. 52, decent living conditions in some shops, but has almost gone out of existence in 1921. Recently, however, it took a new lease on life and is endeavoring to get on its feet again.

**Local No. 103, Paterson, N. J.**

Local No. 123 of Paterson, N. J., which is less than three years old, is composed of ladies' tailors and cloakmakers. This small Paterson local works hand in hand with the Newark Cloakmakers' Union, Local No. 21.

In Paterson the ladies' tailors and the cloakmakers work 44 hours, week-work and have practically the same work-standards as prevail in other cities. During the last strike, Local No. 123 was of considerable help to the New York Cloakmakers' Joint Board inasmuch as it guarded against any attempt to make scab work in that territory.

**Local No. 96, New Haven, Conn.**

The small local of ladies' tailors in New Haven, Conn., has been inactive during the last two years due to the stagnant trade conditions and the employers have, naturally, taken advantage of it. Recently, however, the members of Local No. 96 became quite active and are trying to strengthen the local.

**Local No. 94, Cleveland, O.**

The Sample and Ladies' Tailors, Local No. 94 of Cleveland, Ohio, has kept up its place among the other locals in the ladies' garment industry in that city. It is composed of ladies' tailors and alteration workers employed in stores.
The growth of this local has been very slow, mainly because of the general unfavorable conditions. The local is affiliated with the Cleveland Joint Board.

Local No. 124, San Francisco

There are about 1,500 workers in the department stores of that city, but the membership of Local No. 24, the San Francisco Alteration Workers Union, consists only of a handful of workers. At first, organization work among them, with the aid of Local No. 8, has made some headway. But in 1919, one of the big stores in the city had locked out these women workers and since that time it has been very hard to enroll these workers in our organization.

There are also about a dozen dress and waist shops in San Francisco and Oakland employing about 1,500 girls. When Vice-President Gorenstein was put in charge of organizing work on the Pacific Coast in the summer of 1920, he has made an attempt to issue and distribute some literature and to call a meeting of these workers but there was no response.

CORSET WORKERS

Our corset workers' locals in Connecticut have suffered a severe decline in the last two years. This decline has set in long before the last Convention but its effects have become particularly visible now.

The International, for several years, has kept an organizer with special offices in New Haven and Bridgeport whose special duty was to take care of the corset locals in these two cities, but he made no headway whatsoever. As stated in the report to the last Convention, the workers in the biggest corset shop in Bridgeport, Warner Brothers, have obtained in the summer of 1919 the 44-hour week after a strike which lasted several days. This grant was made subject to a condition that the Union would introduce the same working hours in all the corset shops of New England. The International made several attempts in 1919 and 1920 to organize the New Haven corset shops and to introduce there the 44-hour week and other union conditions but the workers did not respond.

Towards the end of the summer of 1921, the firm of Warner Brothers notified the workers that it would reintroduce the 48-hour week. A committee of the workers met the firm and tried to dissuade them from carrying out this drastic change pointing to the inevitable dissatisfaction and bitterness which it would create among the workers and the effect it might have upon the productivity in the shop. The firm, however, remained stubborn and nothing was left but to call a strike. The International was ready to give the necessary financial support but the workers felt too weak and discouraged, due mainly to
the frightful unemployment from which Bridgeport has suffered more than, perhaps, any other city in the United States, and rather than to go on strike and stake their jobs, they decided to accept the 48-hour week.

The Danbury local which was composed of workers in the one shop in that town, a branch of Warner Brothers, has gone out of existence because the shop was closed down entirely. In Bridgeport we still have two locals, Local No. 33, corset workers, consisting of 250 workers and Local No. 34, corset cutters with a membership of 40, neither of which exercise any influence on the trade. The small New Haven locals, No. 39 and No. 40, have gone out of existence.

Local No. 33, which was composed mainly of English-speaking, native women, has always had dissention and factions within its ranks. The spirit of true unionism was not there which was evidenced by the prejudice which they often displayed toward the foreign-born girls in the local. In addition to the foregoing, the corset trade has gone through a period of unusual dullness and depression, and the corset workers were for months without work and many of them stopped paying dues and dropped out of the organization on account of that.

Towards the end of 1921 the International closed up the New Haven office and dispensed with the services of the Connecticut organizer. Under the circumstances it was the only practical thing left to do. We now have only a nucleus in the corset trade of New England which will serve as a starting point for an organization drive as soon as conditions will permit.

GARMENT SALESPEOPLE'S UNION, LOCAL No. 131

Early in 1920, Local No. 131, Retail Ladies' Garment Salespeople's Union, was admitted into the International. In August of that same year, after some preparatory agitation work, an attempt was made to unionize the downtown retail cloak store section of New York and a strike was declared. The International gave this strike its full support. The strike was attended by unusual violence on the part of the storekeepers, notably of the Division Street district who attacked the pickets and time and again caused the arrest of the officers of the Local. The New York Cloakmakers' Joint Board also gave the strikers its active support and has even called out a number of cloakmakers working in the shops connected with the retail stores out on strike in sympathy with the salespeople.

The strike was a failure due largely to the fact that a number of the salespeople deserted the ranks of the strikers. The seven weeks of fighting, however, has given the downtown storekeepers a lesson which they did not forget. As a matter of fact, when the following year the store owners had declared open shop conditions, the salespeople, even those who had deserted the Union in 1920, went out on
strike. That strike lasted only a few days. The workers won a complete victory. Local No. 131 has gained considerably in membership since and is now controlling the work-conditions in the majority of the retail stores downtown, New York.

LADIES' GARMENT CLERKS UNION, LOCAL No. 130

Among the allied trades in the ladies' garment industry of New York there are several thousand young men employed as shipping clerks, stock clerks, assorters, and packers in the numerous cloak, waist and dress shops.

In 1919 a small local was formed of these clerks and the International has given them a charter and some support in the hope that they might enroll these underpaid and overworked men into a strong organization. These hopes, however, have not been realized as yet. So far, only a handful have joined this union and of course this little organization has very little to say about the work-conditions in their occupation.

OUT OF TOWN ORGANIZING WORK

The last Convention has charged us with the mission of organizing the shops in the various branches of our industry located within the so-called out-of-town zone. Under this term are meant the numerous factories, big and small, opened by ladies' garment manufacturers of New York and other big markets within a radius of one hundred miles from these cities. The resolution to organize these out-of-town shops was based upon the sound reasoning that as long as they remain unorganized and work under inferior standards and conditions they are a growing menace to our Union and are eventually bound to affect the union conditions in the organized centers.

At its first quarterly meeting, the General Executive Board thoroughly discussed this burning question and decided to establish an Out-of-Town Department. Towards the end of June, 1920, Vice-President Halpern was appointed as Manager of this Department. In order to plan the work systematically it became necessary to make a survey of the various cities and towns within the territory in question to obtain the data concerning the number of shops operating in these towns and the approximate number of workers employed in them. This investigation took three months, during which time preliminary organizations work was started in several localities. The survey has impressed us with the fact that an out-of-town organization campaign is a very big and costly undertaking. Among the outstanding facts obtained from this survey are the following: In the 271 shops, manufacturing various articles of women's apparel in the fifty towns in New York, New Jersey, Connecticut and Pennsylvania which were found in operation, there were employed over 17,000 workers. The
capacity of these shops provides for at least double the number of workers and in busy seasons they could employ about 35,000 persons.

61 per cent of these shops were engaged in the manufacture of dresses and waists; 12% were working on skirts; 7% on white goods; 5% on children's dresses; 4% on cloaks and suits; 5% on corsets; and the remainder were employed in the manufacture of house-dresses, wrappers and kimonos, raincoats, middy blouses, petticoats and aprons. About 95% were women workers and only a small fraction were men. The distribution according to nationality is about as follows:

- Italian .................................................. 51%
- Native American ............................... 33%
- Jewish .............................................. 11%
- Polish .................................................. 4%

The majority of these shops are permanent and not of a "runaway" type of shops and were established principally because of cheap labor prevailing in these sections. We have learned that there are several factors with which we have to contend in our organization work. The opposition to our activity came from various sources: (1) The parents of the workers who are largely young girls are opposed to their joining the Union and are exercising a great deal of influence over them; (2) The real estate interests in the towns fearing the removal of the shops to other locations are strenuously opposed to the attempt to organize the workers; (3) The city authorities and business people in general support the employers against us; (4) The fear of the workers of neglect by our Union to take care of them in the future.

The General Executive Board realized that if it were to cover even 50% of the territory it would require a huge fortune.

Conservatively estimating it, our calculations were that if the International were to go into effecting a plan for organization work in all the unorganized territory, the expenditure for such work would be about $2,000 per week or $100,000 a year. We felt that unless this work is established from the very beginning on a sound basis with a sufficient number of persons to carry it out, we could not expect substantial results.

Yet, all that was possible was done: many circulars and leaflets explaining to the workers the necessity of organization and containing appeals for them to join the ranks of organized labor have been printed and distributed in tens of thousands. However, the growing unemployment, which affected the workers in our trades everywhere, including the out-of-town shops, soon convinced us that our energies in this direction were being wasted. We came to the conclusion that it is next to the impossible to undertake the organization of women workers, particularly of the native element, at such a time as the present.
We have no doubt that the present industrial conditions will not last forever and that they will soon change for the better. Then the organizing work will meet with better results. This Convention, must keep in mind the tremendous expense connected with out-of-town organization work and must adopt such decisions that will make it possible for us to resume the work where it was left off as soon as the opportune hour will come.

OUR ORGANIZING STAFF—MEN AND WOMEN

During the past term, the General Executive Board has employed a number of permanent and temporary organizers, men and women. Most of them were engaged in out-of-town organizing work, while some have been working for the International as resident managers, either on part or full salary.

All of them have contributed their best efforts and rendered the best possible services under the circumstances.

The following is a list of these organizers:

S. Lefkovits        J. Bernsalky
M. Perlstein        Charles Brophy
B. Gilbert          L. Maggio
T. J. Purcell       Esther Shemitz
S. Seidman          Hortense Powdermaker
Maud Foley          N. Weins
H. J. Gartland      P. De Fio
A. Snyder           M. Sigman
A. La Porta         F. Meutzi
J. Shevelenko       Max Amdur
A. S. Samuels       J. Halpern
M. Gorestein        Jennie Mattyas
D. Flaum            Elizabeth Aldrich

ORGANIZATION WORK AMONG OUR ITALIAN WORKERS

The last two years have seen a steady effort on our part to enroll into our organization men and women of Italian descent who have come into the ladies garment industry in very large numbers during the last decade.

We are not going to mention in this connection such big and influential organizations as Local No. 48, the Italian Cloakmakers' Union and Local No. 89, the Italian Waist and Dressmakers' Union. These locals, the biggest Italian labor organizations in the country, consisting of thousands of members, form an integral part of the Joint Boards of the Cloakmakers and Waist and Dressmakers' Unions in New York, and they have shared together with their fellow workers of other nationalities in the fighting, the achievements and the burdens of these organizations in their respective industries.

But in addition to these big locals we have been gaining in Italian membership during these years at a regular pace. A local was formed in Hackensack, N. J., consisting of about 150 members, practically all Italian women workers. The Mount Vernon local No. 113 was put in
proper working shape and consists at present of several hundred workers, the great majority of them Italians, controlling the local waist and dress shops. It can be added that the General Office has kept up these locals financially all this time.

In Cleveland too, the Italian workers in our locals have formed a Branch and have meetings of their own—of course, remaining affiliated with the local Joint Board. Local No. 3 in New York has also deemed it fit to give the Italian ladies tailors a special branch on the ground that the Italian workers could make better progress and prosper under such a form of autonomy.

In Philadelphia too, the Joint Board formed an Italian branch within Local No. 12. They maintain an Italian organizer and have separate meetings and are represented on the Joint Board through their own delegates.

ORGANIZING AMONG NEGRO WORKERS

During the last two years Negro women workers have been steadily increasing their numbers in our industries in the bigger cities. In a large number of shops in New York, Philadelphia, Baltimore and Chicago Negro girls are at present employed not only as ironers and pressers but also as operators.

The Waist and Dress Joint Board in New York has devoted considerable attention to the problem of organizing the Negro workers in the waist and dress shops. Only a few years ago a Negro girl in our locals was a rare phenomenon. Today there are scores of them and their number in our Union is constantly increasing. The Joint Board has held several organization meetings for Negro workers with considerable results.

During the last strike of the Philadelphia waist and dressmakers, many of them have shown the courage and the endurance of old-time Union members.

The International has encouraged the movement for organization among these workers and has from time to time supported financially organs of the Negro press which spread union agitation and propaganda among the workers of their race.

NEW AND EXTINCT LOCALS

During the past two years the General Executive Board has granted charters to the following new locals:

Local No. 22—New York Dressmakers
Local No. 26—Italian Branch of Cleveland Local No. 26.
Local No. 55—Chicago Cloak and Suit Foremen.
Local No. 59—Chicago Finishers.
Local No. 60—New York Dress and Waist Pressers.
Local No. 113—Mt. Vernon Dress and Waist makers.
Local No. 123—Paterson Garment Workers.
Local No. 134—Hackensack Garment Workers.

The following locals have gone out of existence during this term:
Local No. 39—40—New Haven Corset Workers.
Local No. 68—Hartford Garment Workers.
Local No. 86—St. John, Canada, Tailors.
Local No. 87—Trenton Raincoat Makers.
Local No. 95—Danbury Corset Workers.
Local No. 118—Clinton, Iowa, Garment Workers.
Local No. 121—Clinton, Iowa, Garment Workers.
Local No. 125—Scranton Garment Workers.

OUR RELATIONS WITH EMPLOYERS' ASSOCIATIONS

We are today under contractual relations with nineteen associations, six less than at the time of our last Convention. Of these six, four have gone out of existence during the last few years.

The employers’ associations in the waist and dress industry of Philadelphia and the cloak industry of Toronto have waged a fight against our Union and our relations with them are severed now. In Boston the Cloak Employers’ Association ceased to exist after it was beaten by the Union in the strike of 1921. The Boston Waist and Dress Association is also not existing any longer. In New York, the associations in the children’s dress trade and in the kimono and wrapper trade have become defunct.

At the time of this writing the International has collective agreements with the following employers’ associations:

New York Cloak, Suit and Skirt Manufacturers’ Protective Association
New York American Cloak & Suit Manufacturers’ Association
New York Ladies’ Garment Jobbers Association
New York Association of Dress Manufacturers
New York Wholesale Dress Manufacturers’ Association
New York Cotton Garment Manufacturers’ Association
New York Waterproof Garment Manufacturers’ Association
New York Embroidery Manufacturers’ Association
New York Bonnaz Embroidery Manufactures’ Association
Philadelphia Cloak & Suit Manufacturers’ Association
Boston Waterproof Garment Manufacturers’ Association
Chicago Cloak Manufacturers’ Association
Chicago Northwest Cloak Manufacturers’ Association
Chicago Skirt and Dress Association
Chicago United Ladies’ Garment Manufacturers’ Association
Cleveland Ladies’ Garment Manufacturers’ Association
San Francisco Cloak Manufacturers’ Association
Los Angeles Cloak and Suit Manufacturers’ Association
Baltimore Ladies’ Garment Manufacturers’ Association

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MEETINGS OF THE GENERAL EXECUTIVE BOARD

With the exception of one, all the members of the General Executive Board elected at the last convention in Chicago have served out their term in full and have loyalty and devotedly carried out their duty to our Organization.

The only one who did not serve out his full term is Brother Samson Koldofsky from Toronto, who was sent in 1920, upon our recommendation, by the People's Relief Committee as one of its delegates to the Relief Conference at Karlsbad, Czecho-Slovakia. Brother Koldofsky left for Europe early in July 1920 and remained there. He returned to America in the Fall of 1921 for a short while, but he did not even deem it necessary to come to the meeting of our General Executive Board to render a report of the Karlsbad Conference.

The quarterly meetings of the General Executive Board were held in sequence at the following cities:

FIRST QUARTERLY MEETING .........................MONTREAL
SECOND QUARTERLY MEETING .....................NEW YORK
THIRD QUARTERLY MEETING ......................BALTIMORE
FOURTH QUARTERLY MEETING .....................BOSTON
FIFTH QUARTERLY MEETING .....................ST. LOUIS
SIXTH QUARTERLY MEETING .........................PHILADELPHIA
SEVENTH QUARTERLY MEETING ...........ATLANTIC CITY
EIGHTH QUARTERLY MEETING ..............NEW YORK

The New York members of the Board have, during the past term, met in regular and special meetings on numerous occasions to transact all urgent matters which could not be postponed to the quarterly meetings of the Board.

THE APPEAL COMMITTEE

The Appeal Committee of the General Executive Board consisted during the past term of the following members of the Board: Morris Sigman, Samuel Lefkovits, Harry Wander, Jacob Heller, Salvatore Ninfo and Jacob Halperin.

The committee has heard a great many cases during the last two years, most of which were appeals from decisions of the New York Cloakmakers' Joint Board. In several instances where charges were preferred against a number of members for insubordination and violating the rules of our Constitution all the New York members of the General Executive Board have acted as an Appeal Committee.
THE FINANCE COMMITTEE

The Finance Committee of the General Office for the last administrative term consisted of Vice-Presidents Morris Sigman, Fannia M. Cohn, Harry Wander, Jacob Heller and Jacob Halperin.

The Committee has met regularly, going carefully over every item of expense made by the General Office in accordance with the requirements of our constitution.

OUR WEEKLY PUBLICATIONS

Our three weekly publications,—"Justice," "Gerechtigkeit," and "Giustizia," edited by Bro. S. Yanovsky, are, without doubt, among the best trade-union journals in the country. Not only do they discuss all problems and events in our own industry and organization but they also cover the principal events of the labor movement in general in a thorough and simple manner.

Very frequently various other trade union publications reprint articles and editorials from "Justice" and even such a nationally-known publication as the "Literary Digest" prints, from time to time, quotations from "Justice" as representative of the labor opinion of the country.

Brother Max D. Danish is managing editor of our English organ,—"Justice," and Brother R. Rende takes charge of our Italian weekly, "Giustizia." Brother Leo Finkelstein is a permanent associate on the staff of the "Gerechtigkeit," and all of them contribute their best efforts to maintain our publications at the present high level.

Brother Abraham Tuvim is the business manager of our publications since November, 1920. We can report with satisfaction that our advertising has increased and our deficit has considerably decreased. Considerable improvements were also made in the mailing department so that our members receive the journal more regularly.

OUR EDUCATIONAL ACTIVITIES

The educational activities of our International have continued to develop during the last two years. The last Convention has authorized the spending of $15,000 per annum for educational work and that enabled our Educational Department to extend its work materially.

The Educational Committee for 1920-1922 consisted of Vice-Presidents Jacob Heller, Salvatore Ninfo, Sol. Seidman, Fannia M. Cohn and Secretary Abraham Baroff.

In 1920 Mr. Alexander Fitchandler, a well-known educator, was engaged as Director. Vice-President Fannia M. Cohn continued in her position as Secretary of the Committee and as before worked indefatigably for the success of the Educational Department.
The number of Unity Centers in New York City has increased during the last term from six to nine. As before, they are located in public school buildings and offer various series of courses ranging from such topics as the "History of the Labor Movement," to "Literature" and the "Understanding of Music." The study of English is a very important item of our educational work and no less than forty teachers have been instructing our people in English. Lectures on health topics which concern the home and factory life of workers have also been given by lecturers—physicians assigned by the Bureau of Industrial Hygiene of the Board of Health. The registration for the Unity Centers has reached, during the last year, the total of 2,800.

Our more advanced activities are concentrated in the Workers' University, in the Washington Irving High School. The courses are of a more advanced grade and cover such subjects as, Trade Union Policies, Applied Psychology and Logic. The Role of the State in Modern Civilization, etc. The registration for the Workers' University is about 300 and because of this comparatively small number it is possible for the teacher to come into intimate contact with the students.

The Extension Division introduced in 1919 for the purpose of reaching the great mass of our members has been kept up. Its work consists not only in organizing special lectures to which all our members are invited but also in arranging concerts and other entertainments. Many of the lectures are given at the business meetings of the various locals and cover topics pertaining to the history, methods and tactics of the labor movement exclusively. Courses of a post graduate nature have also been arranged in 1920-1921 for officials of our Union.

Each week one page of our three publications is devoted to educational news. Free notices of our activities also appear in the daily English, Yiddish and Italian labor press.

In the course of the big strikes in New York City the Educational Department conducted classes for the strikers. Quite a number of non-organized workers attended these classes and a special attempt was made to explain the aims and ideals of the trade union movement and to acquaint them with the status of the workers in modern industrial society.

As regards the out-of-town educational activities: By special arrangement with the Boston Trade Union College which is conducted under the auspices of the Boston Central Labor Union, a number of our members have been admitted to their classes in 1920-1921. In Cleveland, the Joint Board organized an Educational Committee with a director in charge and for a time conducted classes in English, Economics, History of the Labor Movement, Health, etc. In Philadelphia, educational activities were initiated two years ago, but owing to bad industrial conditions the Philadelphia locals found it impossible to carry on this work systematically.
The Educational Department has now under consideration the preparation of suitable test books for our courses. Most of the available text books are written either for college and high school students or for children in the elementary grades. To meet this deficiency the system of "outlines" of the more advanced courses has been utilized, to make the lessons more profitable for our members. These outlines contain the facts to be discussed and questions designed to stimulate the students to further thought on the subject. These outlines are also sent to our local unions outside of New York in order to stimulate them to arrange similar courses.

We must say, nevertheless, that notwithstanding all the efforts of our Educational Department, its Secretary and its Director, the attendance of our classes has been rather small in comparison with the size of our membership. The number of cloakmaker students, in particular, has been disappointingly small and it must also be stated in all frankness that those who attend these courses have so far been of but little benefit to the organization. Instead of becoming more active in the locals to which they belong and share with them the information and intelligence they acquire, they cease entirely to participate in the affairs of the Union. It is a fact that of the several hundred members of the various executive boards of the New York locals there are hardly a dozen who have ever attended these classes.

These remarks, however, must not be taken to mean that we are despairing of the final aims of the educational work we have conducted for the past seven years. All we wish is to emphasize the fact that we are not gratified with the results so far accomplished.

OUR RECORD AND RESEARCH DEPARTMENT

The work of the Record Department has continued, during the last two years, with a closer cooperation of the local secretaries, the great majority of whom send their reports regularly every month. The reports of the incoming and the outgoing members, as well as payments of dues by the members, are kept up-to-date for each local. The locals continually make use of the records in our office in case of errors in their own records or when disputes about the standing of members arise in the locals. We have also established a system of keeping track of the monthly sale of stamps in each local as well as checking their financial transactions in the day book sheets.

Two conditions prevented us from developing on a more extensive scale the contemplated research work. The industry was going through one of the worst crises in its history and the workers were earning very little and this, in turn, affected the income of the International from
the per capita. We could not think of employing the necessary personnel in order to go into research work extensively. The second condition, which was no less important, was the strained relationship and the numerous conflicts which occurred during the past two years between the employers and our Union. A great deal of our contemplated work depended upon the cooperation of the various Associations in securing payroll data, etc.

But notwithstanding the handicap, we have conducted an inquiry into the earnings and extent of employment among the workers in the New York market, in 1921. While the inquiry is only a partial one and covers a small number of establishments, the results obtained can be considered as representative. Complete payrolls were obtained in a number of shops, a study of which enabled us to establish the average duration of employment during the year. Our Record Department also analyzed the semi-annual controls which the various departments of the New York Joint Board made throughout the cloak and suit industry and have prepared detailed analyses of the results of these surveys which have proved helpful on several occasions.

Through the installation of a payroll book in dress establishments, made possible by the last agreement, our Record Department receives monthly copies of the payments of wages through which it is able to calculate the earnings of the workers and the extent of employment in the waist and dress industry in New York. This book was designed by the Dressmakers' Union, Local No. 22, in cooperation with our Record Department and is furnished by the Union to the employer.

In connection with the several wage hearings held by the Board of Referees in the Cleveland cloak market, our Record Department prepared material necessary for those hearings. On each occasion, several weeks were spent in Cleveland investigating the cost of living, earnings of the workers, length of employment, conditions of the industry, etc.

This department has also been building up, little by little, a Research Library where authoritative information on all matters pertaining to the labor movement in general, and to our Union and industry, in particular, is kept properly classified and ready for reference at any time. An extensive clipping file is being maintained dealing with current events in the labor movement and all items of our International and its various locals are being collected for reference purposes. We are also collecting all historical material dealing with the inception and development of our Union.

Since March, 1922, the mailing section of our Publication Department has been combined with the Record Department. Following the principle that every person who becomes a member of the organization should receive the paper and that every member who leaves the organization should stop getting the paper, we decided that the Record Department is in a better position to carry out this system since
the reports of incoming and outgoing members come directly to it. The General Executive Board had this matter under advisement for some time. With the cooperation of the local secretaries and the members who have been asked to send in changes of addresses regularly, we should be able, within a very short time, to perfect the mailing system and to reduce to the minimum the number of complaints about the non-delivery of the paper.

THE AUDITING DEPARTMENT

Our Auditing Department during the past two years continued under the direction of our General Auditor, Mr. F. N. Wolf.

The system of auditing which has made this department so indispensable and valuable to our organizations, both in New York and outside, has been adhered to. The Joint Boards in New York City, as well as the individual locals, are being regularly audited, and such cities like Chicago, Cleveland, Philadelphia, Montreal, Toronto and others are being visited for auditing purposes at regular intervals.

The work of this department has called forth a great amount of favorable comment from all of our locals. It has done a great deal towards simplifying bookkeeping for the bookkeepers in the local offices and has introduced a uniform system of keeping accounts.

THE TUBERCULOSIS SANATORIUM FUND

The Chicago Convention passed a resolution instructing the General Executive Board to collect the annual assessment of one dollar per member levied for the raising of a Fund for the building of an International Tuberculosis Sanatorium as quickly as possible.

The General Executive Board proceeded immediately to carry out this resolution in the spirit in which it was adopted. Right after we returned from Chicago, the General Executive Board appointed a Sanatorium Committee consisting of the following Brothers: Vice-President Schoolman of Chicago, Chairman: S. Friedman of Local No. 20; M. Guzman of Local No. 25; J. Breslau of Local No. 35; E. Molesmani of Local No. 48; N. Riesel of Local No. 66; B. Karp of the Philadelphia Joint Board; J. Lanch of the Montreal Joint Board; and J. Schneider of Local No. 4 of Baltimore.

The Sanatorium Committee held its first meeting in July 1920 and recommended the following rules and regulations to the General Executive Board which were approved and adopted:

RULES GOVERNING THE TUBERCULOSIS FUND

1. Every member is entitled to compensation from the Tuberculosis Fund after having been a member of the Union for one year

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2. All members who are in good standing at the present time in the I. L. O. W. W., as defined by our by-laws, are considered as beneficial members with the exception of those who belong to locals which have benefit funds of their own, and who have been examined by a physician and found ineligible for such benefit funds.

3. All persons who desire to join the Union shall be required to pass a physical examination by a physician.

4. If, through local conditions, a physical examination is impossible, as in the case when organizing campaigns are conducted by the International or when new locals are being formed, the period after which members joining such organizations shall be entitled to benefits shall be extended to two years instead of one year.

5. Every member who upon examination will be found suffering from tuberculosis shall be entitled to a compensation up to $300.00 until the sanatorium of the International Union is completed and ready to accept patients.

6. All local unions affiliated with the International shall establish special Tuberculosis Committees to supervise all necessary arrangements for tubercular members.

7. These committees shall work under the jurisdiction of the International Sanatorium Committee and shall pay out the allotted compensation to tubercular members. Members shall have the right to appeal against the action of the local committee to the International Sanatorium Committee, final decisions in all such cases to rest with the General Executive Board.

8. A Medical Board shall be established in New York with a specialist at its head.

9. Every examining physician appointed by a local union shall first be approved by the Medical Board.

10. All physicians shall fill out, in the course of the examining work, all blanks required by the Medical Board and approved by the Chief of the Board.

11. No member shall receive compensation from the Tuberculosis Fund unless his or her application is first approved by the Chief of the Medical Board.

12. Upon receipt of tuberculosis benefit members shall be required to withdraw from the Union.

13. A member who has withdrawn from the Union after receipt of compensation from the Tuberculosis Fund shall, upon the recommendation of the Medical Board, be permitted to rejoin the Union, but shall not be eligible for tuberculosis benefit and shall be considered as a non-beneficial member.

14. The Tuberculosis Fund shall be considered as a special fund and shall not be used under any circumstances for purposes other than that of tubercular benefit.

15. The treasurer of the I. L. G. W. U. shall also be the treasurer of the Sanatorium Committee.

16. There shall be printed special International Tuberculosis stamps which shall be used by all locals in the same manner as the dues stamps of the I. L. G. W. U.

17. The General Executive Board shall see to it that all locals pay in the Sanatorium Assessment to the treasurer of the Sanatorium Committee.
of the I. L. G. W. U, within thirty (30) days after these rules have come into
effect.

18. Locals who have benefit and tuberculosis funds and have used these
funds to compensate their members in the past shall have all expenses made
by them in connection with these tubercular members since July 1st, 1920,
refunded to them by the Tuberculosis Fund of the International.

19. The International Sanatorium Committee shall elect a sub-
committee for New York to perform all necessary duties pertaining to the
work of this fund in the interval between the regular meetings of the full
Sanatorium Committee.

In December, 1920, these Rules were forwarded to the locals accom-
panied by a letter explaining the importance of carrying out the man-
date of the Convention regarding the Tuberculosis Fund and the
building of a home for those of our unfortunate brothers who become
afflicted with the dread "white plague." The locals were called upon
to forward immediately the moneys already collected for the Fund and
also to collect regularly and uninterruptedly the sanatorium assess-
ment thereafter.

Five months later, on April 15, 1921, the committee forwarded the
following letter to the locals:

Greetings:-

The undersigned are the chairman and members of the International
Sanatorium Committee elected by the General Executive Board subject to
the decision of our last convention.

This committee has been functioning for the last 10 months. It has dur-
ing that period worked out a set of rules to cover the Sanatorium Fund of
the International and adopted provisional regulations for the relief of tuber-
cular members of our International, pending the maturer of the plans for
the building of a sanatorium at Mt. Hope, N. Y.

These regulations which aim to help our afflicted members until our own
sanatorium is built, have met with the general approval of our membership.
In order, however, that they can be properly carried out and in order that
our plans for the building of the sanatorium may go on uninterrupted, it is
absolutely necessary that the co-operation of every local in the International
is given without stint or hesitation. It is, first of all, necessary that all lo-
cals pay up the assessment for the sanatorium so that lack of funds may not
hamper the plans for immediate relief, as well as our building and construc-
tion activities.

We need not remind you again of the supreme importance of this sana-
torium for our International. It is estimated that 10 out of every 100 gar-
ment makers suffer from the ravages of the dread disease of tuberculosis.
What the effects of a tubercular case have upon the well-being of a worker's
family need not be described. The removal of the only supporter from his
wife and children spells untold misery and degradation for his dependents.
It was this impelling motive which prompted our conventions in Boston and
Chicago to give this matter its closest attention and to decide upon the
Sanatorium Fund and building.

Please, therefore, immediately upon the receipt of this letter, instruct
your financial secretary to forward to the General Office all moneys collected
for the Sanatorium Fund, same to reach us not later than April 25th. It will
give us the opportunity to render a complete report and to support the great
work of relieving our afflicted members and of building the sanatorium without any further and unnecessary delay.

Meanwhile applications for relief from members suffering from tuberculosis were steadily coming in. Locals which have not forwarded a cent for the Tuberculosis Fund did not hesitate to send their members to the General Office for tuberculosis benefit. We again called upon the locals to forward the Tuberculosis Tax, but our call remained a voice in the wilderness. Some locals which have collected the Tax one hundred per cent from their members have refused to forward the collected money on the ground that some other locals, particularly our women organizations have not paid this tax. To our great regret, the General Executive Board was forced to come to the conclusion that the plan of building a tuberculosis sanatorium must be given up.

The General Executive Board also decided to deduct from the amounts collected on this fund the sums the General Office had paid out in benefits to individual members, and to return the balance to the locals which had contributed to this fund.

THE UNITY HOUSE MOVEMENT

We have already reported at our last convention that the Waist and Dressmakers' Union of New York—at that time Local No. 25—had acquired with the aid of the International a great estate in Forest Park, Pike County, Pennsylvania, in the heart of the Blue Ridge Mountains—formerly a fashionable hotel—consisting of a dozen of large and small buildings for a summer vacation house at moderate rates for its members.

The first two years of its existence the House at Forest Park incurred a substantial loss. In fact, the deficit for 1920, including the charge for depreciation and equipment, amounted to more than $14,000. In 1921, however, owing to accumulation of greater experience and a reduction in current expenses, the Unity House had a very successful season without deficit.

With the organization of the Joint Board in the Waist and Dress Industry in New York, the management of the Forest Park Unity House was taken over by this Board.

The Unity House at Orville, Pa., is owned and run by the Philadelphia Waist and Dressmakers' Union, Local No. 15. They have had two active seasons in 1920 and 1921, but have, nevertheless, incurred deficits owing to decreased attendance on account of the trade crisis.

Since our last convention another Unity House was opened by one of our locals,—the "Villa Anita Garibaldi," the summer vacation
house of our Italian Waist and Dressmakers' Union, Local No. 89, at Midland Beach, Staten Island. The place is very beautifully fixed and comfortably situated and can accommodate several hundred guests.

We have thus three beautiful summer vacation houses where members of our International can spend a few weeks and enjoy all the rest and the comforts that go with a vacation. On the whole, the Unity House movement, like every other organization activity within our International, has had great difficulties to overcome during the last two years. They have, nevertheless weathered the storm, and let us hope that they will now enter on a period of as great financial and material prosperity as the moral and spiritual success which they have achieved among our workers and the labor movement in general.

UNION HEALTH CENTER

During the last two years, the medical and dental clinics have been taken out from the immediate jurisdiction of the Joint Board and put into operation as independent health agencies managed directly by our local unions in New York City. About two years ago the New York locals of our International affiliated with the medical and dental clinics, have purchased a house at No. 131 East 17th Street and had it rebuilt at a total cost of over $100,000, known as the Union Health Center Building. This organization, maintained and supported exclusively by our locals, has largely extended and increased the space of these clinics and is doing splendid health work among the masses of our workers in New York City. In addition to the direct medical and dental work, it is also engaged in health activities, distributing pamphlets and leaflets on health topics and giving lecture courses and entertainments pertaining to problems of general health and factory sanitation.

JOINT BOARD OF SANITARY CONTROL

The Joint Board of Sanitary Control in the cloak, suit, waist and dress industry, organized in 1910, is now composed of the New York Cloak Joint Board, the Joint Board of the Waist and Dressmakers' Union and the Cloak, Suit and Skirt Manufacturers' Protective Association; the American Cloak and Suit Manufacturers' Association and the Dress Manufacturers' Association. All manufacturers in the above named industries, signing individual agreements with the Union also become subject to the regulations of the Joint Board of Sanitary Control and contribute a small annual fee towards its maintenance.

In the course of the waist and dress strike of 1919, it will be recalled, the director of the Joint Board of Sanitary Control came out with several disparaging statements affecting the issues for which the Union was fighting in that strike. During the last general strike in
the cloak industry, when the Union, in reply to the demand of the manufacturers for the reintroduction of piece-work, had stated that piece-work would lead to sweat-shop conditions, the Director of the Joint Board of Sanitary Control again came out with a gratuitous statement that, "There are no more sweat shops in the cloak and suit industry." These remarks were particularly offensive, first in view of the fact that there still are sweat-shops in certain sections of the city in this industry and secondly, because there was no occasion for that statement and it was totally uncalled for.

NEEDLE TRADES WORKERS' ALLIANCE

In conformity with the instructions of our last Convention, President Schlesinger, on behalf of the General Executive Board, invited in December, 1920, all the national organizations in the needle trades of the country to meet in conference and to discuss the advisability of forming a needle trades' alliance. The invitation was accepted by the United Cloth, Hat and Capmakers Union of North America, the Amalgamated Clothing Workers of America, the Journeymen's Tailors Union, and the International Fur Workers Union. The United Garment Workers declined to take part in the conference because of the participation of organizations not affiliated with the American Federation of Labor.

The conference met in New York City at the Hotel McAlpin and lasted from December 9 to 11, 1920. Our International was represented by President Schlesinger, Secretary Baroff and Vice-Presidents Sigman, Lefkovits and Wander. In opening the conference our delegates outlined the object and scope of the proposed alliance. As embodied in the resolution of our International, the aim of the alliance was to be:

1. To form a general advisory agency for the various international unions in the needle trades with regard to industrial and general organization matters.

2. To create a general defense fund through per-capita assessment for the purpose of aiding the affiliated organizations in times of general struggles with the employers in their respective industries.

3. To establish a research and statistical bureau which would furnish information to the affiliated organizations on economic and industrial questions.

4. To provide for the free interchange of membership cards for the members of the various affiliated organizations.

Right at the first session of the conference there arose differences of opinion regarding the scope of the planned organization. The
representatives of the Amalgamated, supported by the Journeymen Tailors, insisted on a plan of such a close alliance which would practically amount to an amalgamation of all the Internationals into one Union. Our delegates pointed out that such an amalgamation would be a practical impossibility; they argued that the various needle trades are so distinctly different from one another that an amalgamation of them is practically unthinkable. Their work seasons are different, their labor conditions are markedly different, and the problems of one industry are often not even understood by the workers in the other industries. Our delegates, supported by all the other organizations represented at the conference, except the two above mentioned, therefore proposed a federation of the needle trades, an alliance for practical and attainable objects. We suggested that an alliance be formed which should concern itself with taking up problems of common activity and of mutual, moral and financial co-operation and assistance on any and all occasions when such co-operation is called for and required.

After a debate, which lasted two sessions, the form of an alliance proposed by our delegates was adopted. It was named the Needle Trades Workers' Alliance. A temporary executive council of fifteen members was elected with the following officers: Benjamin Schlesinger, of the I.L.G.W.U., president; Max Zuckerman of the Capmakers, secretary; and Thomas Sweeney of the Journeymen Tailors, treasurer. It was also agreed that the per capita shall be ½c. per month per member.

The Amalgamated, however, accepted this plan only half-heartedly. We had hoped, nevertheless, that in time the Alliance would win a place for itself through practical work and that the coldness of the Amalgamated towards it would disappear. Much to our regret, these expectations have not been fulfilled. The Amalgamated did not change its attitude of indifference, and in the general strike which the Amalgamated had conducted in 1920-1921 it did not give the Alliance as much recognition as even once informing it about the condition of the strike or calling upon it for aid or co-operation. That general strike was just the kind of an event which could have given the Alliance the possibility to prove its importance and to display its potential advantages to all the affiliated internationals. After having been thus ignored in that strike, the Alliance, naturally, began to lose ground and the organizations soon became indifferent towards it.

This, however, must not be taken to mean that our International has done nothing to help the clothing workers during that strike. In response to an appeal for financial assistance, our International has raised about $60,000 in our shops and forwarded it to the striking clothing workers.
We have not lost faith in the necessity of a needle trades workers' alliance nor the hope that it will eventually be realized. Our Convention has decided to organize such an alliance as the result of mature consideration and varied experience. The needle trades unions stand, collectively and individually, to gain very much from an alliance that would give them the possibility to act together and to aid each other in their development and their struggles. This is, however, a practical question and it has to be solved in a practical manner. Sooner or later this must occur.

Let the decision of the Chicago Convention regarding a needle trades alliance remain in force and let the next administration of the International be instructed to go on with the work and to endeavor to make the Needle Trades Workers' Alliance a living and acting reality.

THE INTERNATIONAL CLOTHING WORKERS' FEDERATION

The convention of the International Clothing Workers Federation took place in Copenhagen, Denmark, from August 15 to 18 and was attended by our two delegates, President Schlesinger and Vice-President Lefkovits.

The Convention was opened by the provisional secretary, Brother T. Van der Heeg, who gave a brief account of the history of the Federation and its former conventions, and read the list of the affiliated organizations. This was followed by reports from the various countries upon the condition of the organizations and the state of the industry in general. Among the important decisions adopted at the Copenhagen Convention, we wish to point out the following:

The convention voted for the abolition of home work, a method of production abolished in our industry in America a good many years ago by our organizations but which is still prevailing in many European countries. The convention also voted for the introduction of a time wage—week work—in place of piece work; for the introduction of a minimum wage and for equal pay for equal work to both sexes. In view of the fact that on the European continent the eight-hour day is still not an accomplished fact, a resolution was adopted for the gradual introduction of the eight-hour day. The convention went on record favoring alliances of garment workers' unions in every country and voted for accepting the principle of the class struggle as the basis for the political and economic activity of the workers. In addition, the convention adopted a constitution and by-laws for the International Clothing Workers Federation.

The following affiliated organizations were represented at the convention: International Ladies' Garment Workers' Union of America; Journeymen's Tailors Union of America; Clothing Workers
Union of Belgium; Danish Union of Clothing Workers; German Union of Clothing Workers; Amalgamated Society of Tailors and Tailoresses of England; Federation of Workers in the Clothing Industry of France; Union of Workers in the Clothing Industry of Holland; Union of Tailors and Tailoresses of Austria; Swedish Union of Tailors; Union of Clothing Workers of Switzerland.

The following non-affiliated organizations were represented by delegates: The Federated Union of Clothing Workers of Holland; Amalgamated Clothing Workers of America; Amalgamated Tailors and Garment Workers of Great Britain and Ireland; Union of Tailors and Wash Goods Workers of Czecho-Slovakia. Letters regretting the inability to attend were received from Serbia, Roumania, Hungary and Spain.

The convention decided to retain its affiliation with the International Federation of Trade Unions, and to publish a quarterly journal to be called; “The International Clothing Workers,” to appear in the English, French and German languages. The per capita for 1921 was fixed to be five cents per member for the year. Brother Van der Heeg of Holland was elected International Secretary, and the following International Executive Bureau was elected: Stuhmer (Germany), Dumas (France), Schlesinger (America), Folber (Czecho-Slovakia), Arup (Denmark) and Rines (England).

The next convention was decided to be held at Genoa, Italy, the time to be agreed upon by the members of the International Bureau.

Vice-President Lefkovits was of great service at the Convention not only because of his understanding of the general labor movement, but also because of his knowledge of several languages and by serving as interpreter he managed to save a lot of time to the delegates.

There is a great difference between our trades in America and the garment making industry in Europe. Our conditions of employment, work-methods, and organizations are so totally different from the conditions under which our European brethren are working that a comparison is hardly feasible. It can hardly, for instance, happen or even be imagined that a strike in the United States could be seriously affected by the intervention of employers or the workers of any other country on the American continent or of Europe. In Europe, however, it is a common occurrence that when a strike breaks out, for instance, in Sweden that strike-breaking work might be done in such a strike in Norway or in Germany. The European manufacturers are competing with each other in the various clothing markets of the continent, and the alliance of the tailors in the various European countries, therefore, fills an urgent and important need. The Tailors’ organizations in the various European countries are as
closely related as the local unions are in our own industry in this
country.

Of course, this situation may change in the course of time. Coun-
tries are constantly becoming closer and more similar to each other.
The time can be easily foreseen when our industry will take on the
same identical forms in all the industrially advanced lands. We can
foresee the time when the manufacturers in the garment industries
on both sides of the Atlantic will become close to each other, will
plan together and will enlist each others' forces in the general con-
flict between labor and capital. When this happens, our affiliation
with the garments workers of Europe which we have effected during
the last few years and which we shall make stronger and stronger,
will give us an advantage over our employers.

Our International should by all means continue its affiliation with
the International Federation of Clothing Workers. We only wished
to make the exact character of the Federation, its present importance
and future possibilities fully known to the delegates. At the pres-
cent hour this affiliation is largely of a moral nature. But it is very
important even as such, and the fact that it can always be converted
into an alliance of practical mutual aid and support makes this af-
filiation even more desirable and important.

PRESIDENT SCHLESINGER'S VISIT TO RUSSIA

At the express request of the General Executive Board, President
Schlesinger, while in Europe, visited Soviet Russia. He spent there
five weeks and had the opportunity to observe life in the Socialist
Republic. He had interviews with Lenine and other representatives
of the two Internationales, (The Third and the Red Trade Union
Internationale). They have all heard of our International Union,
of its influence and its strength. While in Moscow, President Schles-
inger visited the two large local clothing factories. He found that the
sewing machines in these shops were all old and delapidated, the cut-
ters' knives so worn with constant sharpening that they could hardly
be used, and the scissors and other tools not in any better shape.

The representatives of the All-Russian Tailors' Union also knew
what our organization has done for the war-sufferers in Europe, and,
particularly, for the workers in the garment industry in Poland,
and they told President Schlesinger that if our International should
desire to extend to them a brotherly hand, it could be done best in
the form of a shipment of sewing machines, cloth-cutting machines,
scissors and other tailoring tools and implements.

At the meeting of the General Executive Board, held right after
the return of President Schlesinger from Europe, this question was
discussed and it was unanimously decided to launch a drive for sew-
ing machines for Russia. Much to our regret, unemployment on a
large scale had set in at that time in our industry and in addition the
great strike in the clothing industry came about which we had to
support financially. This, together with the many big strikes which
we were compelled to conduct in our own industry, made it impos-
sible for us to carry out our decision before last December when we
had raised a sum of about $50,000 for Russia. For this money we
sent a transport of food to Russia; first, because since the time Presi-
dent Schlesinger visited Russia its economic policy had changed,
private property has been reintroduced and naturally the private
owners of the factories are expected to buy sewing machines and
other tools required in their factories themselves. The horrible famine
conditions were another reason why this money was spent for food.
The food was shipped and distributed under the auspices of the
American Quakers in the most needy territory.

UNION OWNED FACTORIES AND STORES

Our last Convention adopted a resolution for Union-owned factories
and stores. The resolution pointed out the practical side of such an
undertaking and the advantage our organization might derive from
such shops and stores.

Unfortunately, industrial conditions during the last two years have
been such that compelled us to postpone the carrying out of this reso-
lution in practice. It is hardly necessary for us to tell to the delegates
of this Convention that the last two years were not favorable for the
starting of new business, particularly of new business of such a na-
ture. We did not feel we had a right to risk the funds of the organi-
zation and we thought it far better judgment to postpone the plan for
a more opportune time.

In addition, it must be kept in mind, that these two years we have
been constantly in a state of mobilization. We always expected a
clash with the employers, and were compelled to concentrate all our
energy to retain the labor standards of our workers against the furious
drive launched against labor throughout the width and length of the
land. We felt that under such circumstances we had no right to
divert even the smallest particle of our strength to other matters.

- It would, perhaps, be of interest to note that another garment work-
ers’ organization, which adopted a similar resolution at its convention
and attempted to carry it out, had a very disappointing experience in
this direction. It failed to take into account the new industrial con-
ditions and, shortly after its convention, two years ago, established
a union-owned factory. The result was that after a few months of
operating it was forced to give it up with a deficit of several thousand
dollars.

This must not, however, be interpreted to mean that we have
changed our opinion about the advisability and practicability of such
an undertaking in the future. We are deeply convinced that our International has the ability, the men with practical experience and energy to establish such factories and stores and to make a success of it. It must, however, be undertaken at a time when the chances for success are good, and the members of the General Executive Board should be the best persons to judge when that appropriate time has arrived. Just at present the chances are still slim as everything in the industrial world is still indefinite and unsettled. Let us hope that before the next Convention of our International the industrial skies will be cleared up, and we shall have again the opportunity of thinking not only of how to retain the conditions and advantages that we have gained in the past but of new achievements and gains. When that time comes, the plan for Union-owned factories should be among the first ones on our program.

UNEMPLOYMENT INSURANCE

In an industry so highly seasonal as ours, the problem of unemployment is one of direct, immediate and vital importance to all of our members.

While there are no comprehensive and reliable statistical data to show the exact extent of unemployment in the Women's Wear Industry, the practical experience of our Union, coupled with such scanty statistical information as is available, would seem to indicate that the workers in all branches of our industry are idle at least one-third of the time in the average. This means that the average worker in the industry goes without work and wages for at least one hundred work days in the year. If he has saved up enough during the period of employment to barely carry him over during the lean days, he is fortunate. Often, however, his wages during the active periods of work are barely sufficient to cover his immediate needs, and in such cases unemployment means untold misery. The situation is, besides, vastly aggravated by the fact that the periods of unemployment do not strike all workers alike. If they did, there would be at least the theoretical possibility of providing against them from wages earned in the seasons of activity. The averages are made up from vastly varying figures. While in some cases the period of unemployment may be considerably less than eighteen weeks per year, it may in other cases extend to double that time and even longer. Many workers in the industry may at times find themselves out of work the greater part of the year and thus face actual destitution.

The International Ladies Garment Workers' Union has reached a point in its development at which it can no longer ignore the important problem of unemployment insurance.

The problem is, of course, not peculiar to our industry. In more or less acute form it has presented itself to the workers in practically all
industries in every civilized country in the world, and in almost every one of such countries except the United States definite efforts are being made to relieve the curse of unemployment.

The workers generally recognize that unemployment is inseparable from the capitalist's mode of production, and that the cost of unemployment insurance should fall upon the industry and be borne by the employers. Such an ideal system, however, has hardly been fully attained anywhere.

The systems of unemployment insurance in vogue may be divided into two general classes: governmental and private.

Where the government administers unemployment insurance funds, the benefits are, as a rule, paid by the government either from funds raised by taxing employers or from joint contributions of employers and workers, to which the government as a rule adds its own portion.

Private unemployment insurance organizations may be created by joint agreement between employers and workers, effected through their respective organizations and based upon contributions by both sides, or they may be carried on exclusively by the workers' organizations in the nature of mutual insurance.

As far as the workers of the United States are concerned, governmental action for the relief of unemployment is in our opinion out of the question at this time, or in the immediate future. As a concrete and practical proposition, the members of our organization can look to unemployment insurance only on the basis of a private arrangement. Within that sphere we believe that it would be impracticable to consider any co-operation with our employers. An unemployment fund created by joint contributions would, of course, imply a joint administration of the fund, and the participation of employers in such administration is likely to prove an abundant source of embarrassment and irritation. Furthermore, such an organization could only be based upon a collective agreement between associations of employers and our Union, and would largely hamper the freedom of action on the part of the workers in any renewals or needed modifications of such agreements: it would tend to put the workers in a position of greater dependence upon the employers than they are without such arrangement.

If provisions against unemployment are to be made in favor of the workers in our industry, such provisions must be made directly by the International Ladies Garment Workers' Union. It is an important and complicated undertaking, and may involve a radical change in the prevailing system of dues payment by the members. In all likelihood it would be found most practical to do away with the present system of uniform dues and to substitute for it contributions proportionate to the earnings of the members, something in the nature of an income
tax, a system which may seem more burdensome for the members at the first glance, but which may prove of inestimable benefit to them in the long run.

Your General Executive Board has not had the opportunity or authority to give to the subject the careful study which it merits.

We recommend that the incoming General Executive Board be authorized to employ the services of a competent actuary or other experts to work out a practical plan of unemployment insurance, based upon the actual conditions in our industry, and the situation of our Union, and that when the Board, on the basis of such studies is ready to make specific recommendations on the subject, it be authorized to submit such recommendations to the membership either by general vote or by calling a special convention for that purpose, or by submitting the same to the next regular biennial convention of the International.

CONVENTIONS OF THE A. F. OF L.

Our six delegates to the conventions of the American Federation of Labor for the past two years were President Schlesinger, Louis Langer, Harry Berlin, Mary Goff, Saul Metz and Luigi Antonini. They attended the Montreal Convention in 1920 and the Denver Convention in 1921, and upon instructions from the General Board, introduced the following resolutions:

RESOLUTION ON THE ORGANIZATION OF AN A. F. OF L. LEGAL DEPARTMENT TO COMBAT INJUNCTIONS (1920)

WHEREAS, The Labor Movement of America has had to contend during the last few years, as evidenced in the steel workers' and miners' strikes, against an unprecedented use of injunctions which have hampered the legitimate attempts of the workers to improve their conditions, and which constitute a positive threat to the normal development of organized labor; be it therefore

RESOLVED, That the Convention instruct the Executive Council of the American Federation of Labor to launch a nationwide movement, in conjunction with bodies affiliated with the Federation, against this dangerous and unwarranted judicial recrimination; and be it further

RESOLVED, That the Convention instruct the Executive Council of the American Federation of Labor to organize at the National Headquarters of the American Federation of Labor, a legal department to serve as a clearing house for the defense of the Federation, against whom the use of the injunction is directed in the course of their legitimate trade union activities.

RESOLUTION ON CONGRESSIONAL INVESTIGATION OF THE LADIES' GARMENT TRADE (1920)

WHEREAS, Owing to the profiteering, greed and speculation of mill-men, jobbers, manufacturers and retailers, women's garments have become so abnormally high-priced that a large portion of the population of this country cannot afford to buy new clothes, a situation
which threatens unemployment and misery to the great masses of workers engaged in the women's wear industry; be it therefore

RESOLVED, That the American Federation of Labor, in convention assembled, call upon Congress to start an immediate investigation of the deplorable conditions of women's garment industry and to enact effective legislation to cope with such speculation and profiteering as prevail in that industry.

RESOLUTION ON NATIONAL LABOR UNIVERSITY (1920)

RESOLVED, By the American Federation of Labor, in convention assembled, in conformity with its whole-hearted endorsement of the labor educational work carried on by its various affiliated bodies, to instruct the Executive Council to found a National Labor University as a central educational place for the entire labor movement of the country.

RESOLUTION ON LIFTING THE RUSSIAN BLOCKADE (1920)

RESOLVED, By the American Federation of Labor, in convention assembled, that we urge upon Congress and upon our Government, in conformity with the principle of national free self-determination and the spirit of fair play, the lifting of the blockade against the much-suffering people of Russia, and the renewal of commercial relations with that country.

RESOLUTION ON ANTI-INJUNCTION CAMPAIGN (1921)

WHEREAS, The Supreme Court of the United States by its recent decision in the case of the Duplex Printing Press Company has practically nullified the provisions of the Clayton Act, which were intended to emancipate the workers of America from the judicial tyranny of injunctions and to place them on a footing of equality before the law with their employers; and

WHEREAS, The Courts in certain jurisdictions, notably in the City of New York, have of late adopted an alarming attitude of antagonism towards organized workers, and have issued numerous sweeping and severe injunctions against Labor Unions engaged in legitimate struggles to maintain living standards; and

WHEREAS, Such injunctions have in some instances been accompanied by startling reactionary doctrines from the bench, one Judge going to the length of proclaiming it to be the duty of the courts "to stand at all times as the representatives of Capital" in labor struggles; and another Judge reviving a case of 1809 in which workers were convicted of a criminal "conspiracy to raise wages" and holding out the horrible example of an unenlightened age as a legal authority for dealing with organized labor in our day; therefore be it

RESOLVED, That this Convention of the American Federation of Labor assembled in Denver, Colorado, emphatically and solemnly protest this alarming tendency of the courts, which menaces the very existence of American workers as freemen.

We assert that the workers have the inalienable right to work when, for whom and for what they please and to withhold their work individually or collectively for any reason which they consider sufficient and that to deny them this right means to revive the medieval institution of involuntary servitude; that they have the right
to induce their fellow-workers to join them in their struggles for economic betterment and to quit work for hostile employers; that the employer has no property rights in the labor of his workers during a strike, or at other times; and be it further,

RESOLVED, That we call upon all affiliated organizations, particularly upon all central bodies in the larger industrial communities, to inaugurate energetic campaigns against the ever growing abuse of injunctions in labor disputes and to conduct such campaigns through meetings, publications and other avenues of publicity earnestly and unceasingly until the intolerable practice is abandoned by legislative relief or otherwise.

RESOLUTION ON OUT-OF-TOWN ORGANIZING WORK (1921)

WHEREAS, During last few years many women's wear manufacturers from the organized centers have opened factories in small towns, employing thousands of women workers under oppressive and pitiful conditions, in an attempt to break down the union standards and terms of employment in the organized ladies' garment centers; and,

WHEREAS, In the course of its organizing activities in these smaller cities, the International Ladies' Garment Workers' Union finds a raid against itself the solid force of the local chambers of commerce, the press, the police and courts, who through malicious misrepresentation are endeavoring to prejudice the mind of the community and the workers against the legitimate trade union activities of our organization and our organizers; be it therefore

RESOLVED, That this Convention of the American Federation of Labor, in Denver assembled, instruct its general organizers and also call upon all city and state central labor bodies to render all possible aid to the organization work conducted by the International Ladies' Garment Workers' Union, so that not only the standards of the organized workers in the centers of the Ladies' garment industry be protected, but that the workers in the smaller towns may also achieve and enjoy the benefits of organization.

All these resolutions were either adopted by the convention or referred to the Executive Council for action.

At the 1921 Convention in Denver, Colorado, a contest for the office of president of the American Federation of Labor took place. President John L. Lewis of the United Mine Workers of America opposed President Samuel Gompers for this post. The vote of the delegates of our International was divided; President Schlesinger, Louis Langer, Harry Berlin and Mary Goff voted for Gompers while Lougi Antonini and Saul Metz voted for Lewis.

The General Executive Board requested our delegates to vote for Bro. Gompers and we are pleased to report that the majority of our delegation complied with this request.
RELIEF FOR THE WAR SUFFERERS

Our last Convention, acting on the subject of relief for the war sufferers of Europe, has decided, among other things, to empower the General Executive Board to carry out two war sufferers relief days between May 1920 and May 1922 on which days our members would work and contribute their entire earnings for relief purposes. We are constrained to report with great regret that only a small part of this decision was carried out. Owing to the huge unemployment during the last two years and to the many general strikes and lockouts that we had to fight against our employers and also owing to the large contributions which we had given to the Amalgamated and the Furriers' Union, it was impossible to carry out this decision in its entirety. Instead of the two days decided upon by the Convention, we only carried out once a decision of two-hours for the striking clothing workers; and a second time, four hours for the famine sufferers of Russia. And even in these cases, our membership, with the exception of the New York cloakmakers, was not as responsive as we could have expected.

The two-hour fund for the clothing workers brought the sum of $58,985.43 of which $45,000 came from the New York Cloakmakers' Joint Board; and the four-hours for Russia $37,538.30 of which $18,000 came from the New York Cloakmakers, $7,204.20 from the dress and waist makers and the balance from the other locals.

Of the money collected for Russia we forwarded a transport of foodstuffs costing $26,215.27 through the American Friends Society (the Quakers) to Russia. This organization was selected as our distributing agency at a conference or representatives of all our New York locals. Another transport is being arranged for now.

We have been affiliated with the National People's Relief Committee and through it, with the Joint Distribution Committee, the central distributing agency for relief in the war-stricken countries of Europe. In 1920, at the request of the People's Relief Committee we sent Vice-President Koldofsky to represent our International at the conference of all the relief organizations at Carlsbad.

Several months ago, the Joint Distribution Committee, representing all the Jewish relief societies of New York conducted a drive for $14,000,000 throughout the country and our General Executive Board has obligated itself to carry out a half-day's work relief campaign among our members sometime in 1922.

THE INJUNCTION EPIDEMIC

The open-shop drive which reached the climax of its ferocity in 1921, found expression not only in the direct economic assaults of employers throughout the country, but also in the open support on the part of the Government and in the attitude of the judiciary.
Judicial decisions rendered throughout the country, but particularly in the State of New York, indicated an unmistakable and alarming tendency to over-ride the fundamental rights of organized labor and to practically outlaw its struggles against employers. The tendency was largely manifested by the frequency with which applications for injunction orders in labor disputes were granted regardless of the merits of the contention and also by the sweeping form of such orders.

To fully realize the radical departure from established precedents embodied in these decisions, it must be borne in mind that the highest courts of New York had in the past taken a rather liberal attitude in defining the rights of organized workers in their struggles to better their conditions.

The Court of Appeals laid down the principle that workers have the right to strike for any bona fide reason deemed sufficient by them, and this principle has been followed by the lower courts consistently and uninterruptedly up to that time.

It also has been regarded as the established law of the state that strikers have the right to picket and to dissuade strike-breakers and would-be strike-breakers from taking their places, the only limitation being that such picketing and persuasion must be accomplished by lawful and peaceful means and not by violence, threats and intimidation.

The decisions rendered by Judges of the Supreme Court in New York and Brooklyn, following in rapid succession upon each other, gave the impression of a concerted and determined movement to take away from striking workers the right to picket in any form and even to curtail the right to strike.

Thus one judge announced the following strange doctrine:

"Picketing unaccompanied by threats and intimidation is a useless weapon. Its effectiveness and its very essence is in the terror that it excites. If done peaceably it would be futile. It follows, then, that fear if not the terror that the picketing carries with it is the keystone of the arch and the potential element to the success of the cause."

Another judge practically reiterated the same doctrine in the following language:

"The dispute is as to the sort and extent of the so-called picketing. In cases of this kind 'peaceful picketing' or 'mental picketing' or what-not are usually only figures of speech or exist in the imagination—mostly mentioned, seldom met with. That there ever in reality existed or was practiced 'peaceful picketing' is a question."

This judge went so far as to proclaim openly that in disputes between capital and labor the courts "must stand at all times as the representatives of capital, of captains of industry."

The injunction orders issued in wholesale, particularly in the garment trades of the City of New York, almost uniformly enjoined the
entire Union and all its individual members "from picketing and aid-
ing in the picketing of the plaintiff’s place of business wherever lo-
cated, in any manner whatsoever; and from congregating about plain-
tiff’s place of business." Such a sweeping prohibition of picketing, law-
ful or lawless, peaceful or violent, proceeded, of course, from the senti-
ments of the Judge above quoted, but in order to give it the semblance
of legal sanction, these Judges resorted to peculiar and dangerous
reasoning. Thus, one Judge in support of his stand went back to a
New York decision rendered in 1809, i. e., 113 years ago, in a criminal
prosecution against journeymen for a "conspiracy to raise wages," and
held that the case, which declared it a crime for workers to com-
bine with the object of raising wages, "is still authority." In another
case, the same Judge, at least by inference, set aside all New York de-
cisions which legalized picketing in favor of decisions in other juris-
dictions which outlaw picketing.

But the most cunning and menacing device to outlaw picketing in
all cases has originated in the fertile brain of the attorney for certain
employers' associations in the women's wear and men's clothing
industries. This device operates in the following manner:

As soon as a strike is declared and the employer has secured a few
strike-breakers, he makes the latter sign a "contract" to the effect
that they will not join any union while in his employ, he thereupon
gives notice of such alleged contract to the Union and follows it up by
an application for an injunction on the ground that the picketing of
the strikers constitutes an interference with the employer's rights un-
der his contracts with the strike-breakers. The object of the whole
proceeding is to bring the case within the principles laid down by the
United States Supreme Court in the notorious case of Hitchman Coal
& Coke Co. v. Mitchell. In that case, the Court held that where the
employees of a concern had been non-union for a considerable time and
under an express contract with their employer not to join a union
while in his employ, and where an outside organization not represent-
ing such workers, induces them to join the union but to remain in the
employ of the concern in violation of their contract, and subsequently
to go on strike, and all that with the object not of bettering the condi-
tions of such workers but in the interest of other workers in the same
competitive field, such action of interference is illegal and will be re-
strained by injunction. The facts of that case obviously present no
analogy whatsoever to a case in which the workers who go on strike
are and have been members of the Union and act through their own
representatives and in their own interest in calling a strike and where
the alleged agreement was not made with the workers on strike but
with strike-breakers subsequently employed. Of course, if this prac-
tice is allowed to stand every employer against whom a strike is de-
clared will be placed in a position of paralyzing the strike immediately
by having his strike-breakers sign a bogus agreement of the nature
described.
The International Ladies' Garment Workers' Union during the period of the last two years has been visited by this pernicious epidemic of injunctions probably more severely than any other organization of labor. In the City of New York alone our International as such has within the last two years been directly sued in no less than 24 injunction actions. This does not include the by far greater number of injunction suits instituted against locals or joint boards of the International in the City of New York and elsewhere throughout the country, as well as in Canada.

In all actions to which the International was a party, it has instructed counsel to spare no efforts in opposing the injunction applications. Out of the 24 New York cases thus defended by the International, 9 were decided in our favor, 9 against us, 3 were disposed of by stipulation between counsel, while 3 are still undetermined at the date of this writing. In two cases appeals were taken to a higher court, and of these one was decided in favor of the Union and the other in favor of the employer.

The International Ladies' Garment Workers' Union was quick to perceive the danger of the injunction drive and promptly took steps to bring it to the attention of organized labor as a whole.

It was the delegates of our International who introduced the anti-injunction resolution unanimously adopted by the last annual convention of the American Federation of Labor. Our Union was also instrumental in arranging an effective protest meeting against the injunction evil in the City of New York which was addressed by Mr. Gompers and other authorized spokesmen of organized labor, and which had an undoubted effect in curbing the epidemic to some extent.

At the date of this writing, injunctions against striking workers are issued by the judges of the New York courts at somewhat rarer intervals and with somewhat greater caution. Still, the evil is by far not overcome and our International, as well as other labor unions, will, in the years to come, be called upon not only to fight the injunction suits in the courts, but to unite in a determined effort to limit or abolish by law the practice of deciding labor disputes by injunctions.

**PARTICIPATION IN THE GENERAL LABOR MOVEMENT**

Our contact with and participation in the events of the general labor movement, both in America and abroad, has continued uninterrupted during the last two years. If anything, our interest in the struggles of the labor movement outside our own ranks has even increased and not only has the International itself, but practically all of our local unions have widened their scope of participation in affairs of outside labor organizations. These outside activities of our International and its locals have also included movements which, while not involving
labor in a strict sense, have had to do with progressive and forward-looking work. As usual our participation in aiding the political candidates of the working class has been as active as in former years and the questions of amnesty, representative government, the labor press and aid for the workers of Europe, have received a generous measure of attention.

a.—POLITICAL CAMPAIGNS OF LABOR CANDIDATES

Our International Union and its locals have actively aided, during the last two years, numerous political campaigns of labor and Socialist candidates. Our New York organization has made a particular effort in the 1920 Congressional campaign to elect Meyer London and Morris Hillquit to Congress. The Joint Board of the cloakmakers of New York, which has organized a Cloakmakers' Campaign Committee for that purpose spent a great deal of energy in the two districts where these labor advocates and spokesmen were running for Congress. As admitted by all, it was largely due to the efforts of the cloakmakers that Meyer London was elected to Congress from the 12th Congressional District of New York. Unfortunately, the voters in the Harlem district where Morris Hillquit was the candidate did not muster sufficient strength to elect Hillquit too to represent our workers in Washington.

That campaign served to demonstrate more than ever that the great masses of our workers are deeply interested in the political problems of labor. It not only gave unstintedly of their time and services during the campaign and on Election Day, but contributed many thousands of dollars to the campaign fund of the Socialist Party candidates. In addition, many of the affiliated locals of our International have assisted individual Socialist and labor campaigns in their particular vicinity and on a number of occasions our International has given financial aid to the national and local bodies of the Party as well as a contribution to the American Farmer-Labor Party.

b.—THE CHICAGO CONFERENCE FOR PROGRESSIVE POLITICAL ACTION

On February 20, 1922, a conference for progressive political action was held in Chicago. The conference was called by the sixteen standard railway unions, including those affiliated with the American Federation of Labor and the Railway Brotherhoods not affiliated with the Federation. One hundred and fifty invited delegates attended, representing besides the railway unions mentioned, several other national organizations of labor, organizations of working farmers and representatives of the Socialist Party and the Farmer Labor Party. The object of the conference was to bring about an effective co-operation of the forces of labor and progress for united political action.
The conference did not result in the definite creation of a labor party along the lines of the British Labor Party, as had been hoped by the more advanced delegates. It left it to the organizations in the different states to choose between the policy of attempting to nominate workers or other progressive candidates in the old party primaries and that of organizing labor-farmer-socialist state organizations for independent nominations and elections.

While the concrete program of the conference is thus somewhat disappointing, the conference may nevertheless prove to be a first step in the direction of an important movement. Among the constructive and promising measures which it decided upon, are:

1. The appointment of a permanent executive committee charged with the task of keeping the movement alive and endeavoring to secure the adherence of all labor and farmer organizations of the country.

2. Plans for the immediate holding of state conferences for the purpose of organizing the Workers, Farmers, Socialist and other radical and progressive elements for united political action, which is expected to result in the formation of several independent state labor parties.

3. A resolution to convoke another and larger conference or convention in the month of November, 1922, to consider further and probably more concrete and radical plans of working-class political action.

The conference was remarkable for the fact that it signalized practically the first attempt of large and representative organizations of American labor to co-operate with Socialist and other radical forces for the attainment of political ends. It was characterized all through by a spirit of harmony and mutual helpfulness.

The National Committee, appointed by the conference, has since organized and established permanent headquarters in Washington. It has called upon all affiliated organizations to contribute sums equal to one per cent per member per year to defray the expense of the proposed work of organization and education.

The International Ladies' Garments Workers Union was among those invited and was represented at the conference by Brother H. Schoolman.

**c. AID IN THE MOVEMENT FOR NATURALIZATION**

During the past two years, as in former years, our International has given freely to the support of facilitating the naturalization of immigrant workers.
The Naturalization Aid League of New York, has, during the past two years, again aided the naturalization of large numbers of our members in New York City. In recognition of its activity, the General Executive Board has given it, upon several occasions, liberal financial aid.

We regard this work of assisting our members in becoming citizens as a highly important feature of our general educational activities. We feel that only as citizens, ever mindful of their interests as members of the working class and as union men and women, can they best improve their own conditions and contribute their share towards the attainment of the world ideals of the labor movement.

d.—THE LABOR PRESS

During the last two years the General Executive Board has contributed $3,000 towards the sustaining of the New York Call, the only English daily newspaper championing the interests of the workers in the East. This does not include other sums of money given to the Call by our affiliated locals or the shop collections made under the directions of our various locals and Joint Boards for the same purpose. Within the last few months a very earnest movement was set on foot among the labor unions of New York to help make the Call a more powerful paper and to increase its circulation. This movement met with notable success and the New York Call has more than doubled its circulation after it reduced its price from five to two cents. Our International Union has been very active in this movement and many of our best known and most active workers have been assisting it. The Call has always found our organization ready and willing to come to its aid.

We have also assisted, during the last two years, the Federated Press, a central news agency for the labor press and the 'Messenger', an organ founded for disseminating working class and trade union information among Negro workers.

e.—AIDING THE AMNESTY MOVEMENT

Our International and its locals have taken the lead in aiding the campaign for general amnesty for political prisoners. It was a hard, uphill and very costly fight. Our International has aided liberally the Central Bodies' Conference for Political Amnesty which was indorsed by the principal labor organizations in the country.

Together with the entire labor movement of America we share in the rejoicing over the liberation of our comrade and brother Eugen V. Debs from the federal prison in Atlanta which was doubtless achieved through the energetic efforts of this Central Bodies' Conference. The International and its locals will continue its support to the amnesty movement until everyone of the remaining political prisoners still in jail will have been freed.
A committee representing the General Executive Board, headed by Vice-President Schoolman of Chicago went to Terre Haute, Indiana, to express to Comrade Debs, in person, the supreme joy of the members of our International over his release from the Atlanta dungeon and his rejoining the fighting ranks of the working class.

f.—GENERAL FINANCIAL ASSISTANCE

Space does not permit us to dwell in detail on the financial assistance and contributions which we have given, from time to time, to various groups and organizations during the last term. We shall only print a list of the more important contributions made and the organizations that received them. This list does not include the money raised for the Amalgamated strike or for Russian Relief. There are also a number of smaller contributions which are not included here.

Socialist Party ................................................ $ 750.00
New York Call ............................................. 3000.00
Tailors Union of Poland ................................. 1400.00
Modern School Association ............................ 300.00
Italian Chamber of Labor .............................. 500.00
Federated Press ........................................... 100.00
"Messenger" ............................................... 300.00
Phil. Labor Institute ..................................... 1000.00
Paper Cigarette Makers' Union ....................... 300.00
Rand School ................................................ 500.00
Naturalization Aid League ............................. 600.00
Kropotkin Publication Society ....................... 200.00
The New Majority ....................................... 250.00
Freie Arbeiter Stimme .................................. 300.00
American Farmer Labor Party ....................... 100.00
Anti-Blockade Movement for Russia ................ 300.00
Haia Sheltering Aid Society .......................... 3000.00
Avanti, Italian Labor Daily ......................... 5,000.00
West Virginia Miners .................................. 500.00

A THREE DOLLAR ASSESSMENT

From the Financial Report attached to this report, the delegates will learn that our International is in debt over a quarter of a million dollars. With the exception of the $60,000 first-mortgage on our building made for the term of three years, all other expenditures have been incurred in the course of the strikes which we have been forced to wage during the past two years. This money was borrowed by us from various banks and must be paid back within the next six months.

In order that these debts, owed by the International to the banks, be paid promptly and also in order to save interest for two and a
half years on our building mortgage, we recommend that the Convention tax each member of the International $3.00 and that this tax be paid not later than December 31, 1922.

INITIATION FEES

Our Constitution prescribes that all members who are nine months in arrears become automatically suspended and can be reinstated as members only after they pay up their full indebtedness or upon the payment of new initiation fees.

In the case of automatically suspended members becoming reinstated upon the payment of the dues and assessments which they owe, the International does not lose anything. But when such automatically suspended members are reinstated by the locals as new members with new initiation fees, the International loses the per capita tax and the assessments of such members for the entire period.

We recommend, therefore, that this convention adopt an amendment to the constitution allotting the International 10% of the initiation fees of each new member.

LOCAL ELECTIONS

The General Executive Board desires to call the attention of this convention to certain flagrant abuses which have developed among some of our locals in connection with their elections of officers.

We are fully aware that elections are affairs which excite passions and create hot blood and sharp differences of opinion. During the heat of an election campaign it is not unusual to commit mistakes or to use wrong tactics. Such things have happened in the past and can hardly be avoided, as far as individual members or partisans are concerned. Until now, however, our locals, as such, have always strictly lived up to the principal of neutrality and equal treatment of all candidates and all members in good standing of the locals. Neither the locals nor any of their committees have, in the past, practiced open discrimination between one member in good standing and another.

This underlying principal of democracy has been violently abused and disregarded by some of our New York Locals. The executive boards of Locals No. 1 and No. 9 have, through their organization committees, actively supported a set of hand-picked delegates in the recent elections for convention delegates and have given the full prestige of the local to that set of delegates to the exclusion of any other candidate. In the case of Local No. 9, the Cloak Tailors Union, its executive board acting through the general organization committee; an official committee of the local, has been campaigning and agitating for a slate of candidates as delegates to this convention and attacking in unrestrained language all other candidates, particularly those who
are paid officers of the Union, which is a flagrant violation of our rules and an outrageous discrimination between one member and another.

These tactics are demoralizing and are bound to work untold harm and injury to our Union. They destroy the spirit of democracy and democratic management which has been the basis of our International Union and which must remain its basis, if it is to exist. They are an insult to the intelligence of our workers and we ask this Convention to amend our constitution in this direction to the end that would abolish such abuse of fundamental principles in elections and would safeguard to every member of our Union all the rights and privileges to which they are entitled under our constitution.

OUR NEW HOME

Our own home!—How captivating, how sweet this sounds! A home where we are our own masters, where we can fit everything to suit our needs and tastes; a home where we are free from the supervising eye of the landlord.

There are few landlords who welcome a labor organization in their building or who do not pile hardships upon hardships for their Union tenants. Our desire to have a place of our own was therefore doubly strong. And the last Convention of our International, anticipating and meeting this necessity and desire, has instructed the incoming General Executive Board to take up this matter and to endeavor to realize it.

There were not many among us that time who regarded this resolution as more than a noble wish. Nevertheless, we come to this Convention in the proud and joyous recognition of the fact that this beautiful dream has been realized, and that our International has today a home, a building of its own, which may justly serve as a monument of our progress and our achievements; a home which is an ornament not only to our own International but is a source of pride to our entire labor movement.

Speaking frankly, when that resolution, No. 135, was referred to the General Executive Board for consideration and action, we never thought that it would be possible for us so soon to have our own home. When we came back to New York from the last Convention, however, the owners of the building where our headquarters were formerly located raised our rental from $4,600 per to $10,000. This step stimulated our ambition to carry out the resolution of the Chicago Convention without much delay. The last Convention also decided to enlarge the activities of our Educational Department, to widen the work of the Record Department by adding to it research work, and in order to comply with these decisions we required more space which would increase our rental in the old building to at least $12,000 per year.
At the second quarterly meeting of the General Executive Board, in November 1920, this question came under discussion and it was decided to buy a house, and a committee was appointed to carry out this decision. The committee, composed of Vice-Presidents Sigman, Seidman, Heller, Ninfo and Secretary Baroff, had several propositions under consideration for a few months until it finally agreed upon a house located at 3 West 16th Street in New York City. After a careful appraisal by experts which found that the lot alone was fully worth $48,000, the committee was instructed to buy the house for $55,000.

The General Executive Board at first had in mind to have the house altered, but after obtaining several estimates it was found that the altering of the house to suit our purpose would cost about $50,000. With this money expended, we would still have an old house to occupy and have only very limited conveniences. We decided therefore to build a new house.

The cost of the new building will amount to about $100,000, and together with the lot will cost about $150,000. In building, we had in mind that we were putting up our own place, a home which should remain a substantial and lasting monument to our organization and to the future generations of its membership. And imbued with this spirit we have tried to make it as beautiful, as imposing and as durable as was only possible.

We believe that we have accomplished our aim, and with hearts full of pride and joy we turn over to you now, delegates to this Convention, this beautiful home of our International which, we are confident, will gladden your hearts just as it has given us happiness and inspiration.

ITALIAN LABOR CENTER

In the report to our last convention we mentioned that the Italian Cloakmakers' Union of New York, Local No. 48 had bought a building at 231 East 14 Street and altered it for the purpose of housing their organization.

In 1921 Local No. 48 has reconstructed the entire building and converted it into a magnificent six story labor temple which is now known as the Italian Labor Center. Two floors of this building are sublet one to Local No. 23, our Skirt and Dreemakers' Union and another to Local No. 10, the Amalgamated Ladies' Garment Cutters' organization.

The Italian Labor Center has cost $120,000 to build and is a real and lasting monument to the remarkable growth and strength of the organization of the Italian workers in the cloak industry of New York.
SECRETARY BAROFF'S FIFTIETH ANNIVERSARY

In our report to the last convention in Chicago we told of Secretary Baroff's grave illness in the summer of 1919 which kept him in bed for almost three months. In this report we are glad to be able to deal with a happier topic, namely, the fiftieth anniversary of Secretary Baroff which was the occasion of a jubilee celebration in which not only members of our International but a great host of representative men of the general labor movement took part.

This jubilee was celebrated at a banquet, July 16, 1920, by the International as an expression of its heartfelt appreciation of Secretary Baroff's thirty years devoted and faithful work in the labor movement and in accordance with Resolution No. 134 adopted at the last convention in Chicago. Our publications issued on that occasion a special Baroff edition which contained hundreds of congratulatory messages attesting to the jubilant's high idealism and lovable personality and expressing the hope that the next fifty years of his life might prove as fruitful of efficient and inspiring service in the cause of the workers.

A WORD OF APPRECIATION

Like in former years, the two years which have just expired, have brought the representatives of our International in contact, at the conference table and in the course of our conflicts, with a number of friends, well wishers and advisers who have in one manner or another given us aid and encouragement in the pursuit of our aims and the carrying out of our plans.

Our thanks are due President Samuel Gompers and Secretary Frank Morrison of the American Federation of Labor for the assistance they have rendered us whenever we called upon them on matters pertaining to our organization; to all organizers of the American Federation of Labor, and especially to Brothers Hugh Frayne and William F. Kehoe of New York City and Henry F. Hilfers of New Jersey; to the United Hebrew Trades and to its Secretary Bro. Max Pine; to all city central labor bodies and to all state federations of labor affiliated with the American Federation of Labor.

Our heartfelt and cordial thanks are due likewise to our friends and comrades who have unceasingly and loyally aided our cause by the written and spoken word. We wish to express our deeply-felt recognition for the stanch support given to us by the Jewish Daily Forward and its editor, Abraham Cahan, and its labor editor, Harry Lang; and in a similar manner to the New York Call and its editor Charles W. Ervin. We wish to say in this connection that the editors and labor reporters of the majority of the newspapers of New York
and elsewhere have given us a fair chance to present our case before the public during the conflicts we have had with our employers and particularly during the great cloak strike in New York City last Winter.

We deem it also a matter of duty and pleasure to express our gratitude to the many gentlemen whose unselfish service on the various boards of arbitration have, during the past two years, contributed so much to maintain peace in some trades in our industry.

-CONCLUDING REMARKS

The past two years were hard and trying years for our organization. Not a month, not a week passed without a cloud, without new dangers or new conflicts,—and as we look back upon the stretch of the road we have traveled through in these two years we cannot repress a feeling of pride and of achievement, especially when we compare our experience and our condition with the experience and condition of other labor organizations of the country.

We are the only big labor organization in America which has succeeded, despite the critical industrial situation of the last two years, to retain the standards of wages and work-hours gained in the years of the war. Our employers have sought by various methods of diplomacy, fighting and propaganda to wring concessions from us but their attempts have signally failed.

We have every reason to be proud with our membership which stood loyally, unitedly and courageously by our Union. The few losses which we have encountered are of small importance in the general account of our organization in the last two years. Our foundation, our basic fortresses are as strong to-day as before; the storms that have swept over our heads have not bent us.

We are proud of the two last years,—yet this should not weaken our vigil over the present situation and the immediate future. The critical period of the American labor movement is not yet over. The campaign of organized capital against labor is still in its full swing. The pending colossal fight in the coal industry is probably the decisive battle in this campaign. The conflict in the textile industry is still raging and peace is not yet certain in the railway industry of the country. All these conflicts and struggles are bound to have their influence upon the development of our situation.

The General Executive Board feels confident, after our experiences of 1920-1922, that we possess the strength to defend our positions against further attacks; that we have the ability, the enthusiasm and the fighting spirit that make an army invincible. It is only necessary that our members appreciate the situation well, appraise carefully the
gravity of the moment, the state of affairs in the country in general and in our industry in particular.

We do not know what our manufacturers are planning. Our duty is to be always ready for the most extreme, for the worst. This is a time when we must constantly feel in a state of war, prepared to enter the trenches every minute or march to the front. The events of the last two years can serve us as a source of courage and as a guide for further action. We have won our most important battles because we were united and well disciplined, well prepared materially and morally. And if we are to be sure with victory in the future, we must be just as prepared as we were in the past.

Let us hold dear and sacred our organization. Let us remember that each and every position we had won in the past was gained at the cost of anguish, tears, and sufferings. And above all—let us not forget that the conflict between capital and labor goes on ceaselessly and that the slogan of a victorious army is: "Ever forward! Ever onward."

Unity, discipline, faithfulness—these are the moral weapons of our Union. Defense funds—these are our material weapons. Let us strive with every ounce of strength we possess that this arsenal of our moral and material strength may always grow and grow. Let us be ready to repulse every attempt to wrest from us the positions we had gained.

Delegates to the Convention, we bid you welcome.

BENJAMIN SCHLESINGER,
President

ABRAHAM BAROFF,
General Secretary-Treasurer

Morris Sigman
Meyer Perlstein
Hyman Schoolman
Max Gorenstein
Salvatore Ninfo
Jacob Heller
Jacob Halpern
Fannia M. Cohn
Samuel Lefkovits
Sol Seidman
Isaac Posen
Harry Wander

Vice-Presidents

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FINANCIAL REPORT

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

APRIL 1, 1920 TO MARCH 31, 1922

SIXTEENTH CONVENTION
MAY 1, 1922
LOCOMOTIVE ENGINEERS AUDITORIUM
CLEVELAND, OHIO
General Secretary-Treasurer's Report

TO THE DELEGATES OF THE SIXTEENTH CONVENTION
OF THE INTERNATIONAL LADIES' GARMENT
WORKERS' UNION

Greetings:

In the main report of the General Executive Board the activities of all the departments which make up our General Office are touched upon. Our report, however, will not be complete unless I place before the delegates of this convention, with particular emphasis, the financial conditions of our organization.

All the members of the General Executive Board are keenly interested in all the activities of our organization. It is, nevertheless, quite natural that as Secretary and Treasurer, I should feel a greater responsibility and be in closer touch with the finances of our International. As the financial officer of our organization, I am compelled daily and hourly to deal with its financial matters, emergencies and problems.

In the attached Financial Report you will find all the detailed facts of our income and expenditures. I appeal to the delegates to study this Financial Report carefully. You will find that in the past two years one of the biggest items of expenditure was the sum of $293,351.84 paid out in strike benefits and expenses. It is an item which was paid from the regular revenue of our International, on quite a liberal scale, despite the fact that we have not yet established a strike fund in our organization. Each convention has discussed such a strike fund but that was as far as they have ever gone. The result is that the General Office is paying out strike benefits and expenses from its regular income for the simple reason that it cannot leave any of our local unions to their fate in times of a strike or a lockout.

Another item which merits your consideration is the fact that the per capita apportioned to our publications does not meet the cost of the publications and entails a deficit amounting to tens of thousands of dollars which also must come from the regular revenue of the International.

I am certain that this convention will have a number of resolutions calling upon the incoming General Executive Board to carry out organization campaigns on a larger scale. Let the delegates bear in mind that these resolutions will remain a dead letter unless at the same time, the incoming general officers will be given the funds which are necessary for such work.
The delegates will also find in this report that a considerable sum was advanced for the building of a home office for our International. I am sure that all of you will share with me the joy of having accomplished this monumental task. There is still a mortgage of $60,000 on our property and I hope that you will make this your sacred duty and ambition to lift this mortgage from the home of our International so that our building might belong to us in the clearest and fullest sense of the word.

The Balance Sheet, which is attached to this report, shows a surplus; but after you will have thoroughly acquainted yourselves with all the figures on this Balance Sheet, you will have realized how supremely important it is for this Convention to make such provisions as will place our International on a sounder financial basis in the future and will give it more opportunity to advance itself on its many and varied fields.

Our Auditing Department is one of the most important institutions. We save thousands and tens of thousands of dollars to all joint boards and local unions by auditing their finances. Yet this is not the main thing. The great value of this auditing work consists in the fact that we have improved the financial systems in all our locals, we have aided the local secretaries in keeping their books in first-rate order and we offer them constant advice and assistance in this respect. Our Auditing Department has given a great deal of its time to the New York Cloak Joint Board, especially in connection with the investigation of books of employers to find out whether they are making work for firms on strike.

At the last convention in Chicago it was decided to establish a statistical and research bureau. We have, however, been forced to limit our research work for the reason that a statistical and research bureau on a large scale would have involved an additional expenditure of at least $50,000 annually. Now that we have moved to our new home, we have also combined the mailing department of our publications with the record and research departments and we hope this will result in efficiency and economy and will give us better and more satisfactory results.

From the main report you will have learned of the stirring battles that we have fought in the defense of our rights during these two years. I cannot refrain from mentioning in this connection that the stress and storm on our battlefronts has found, at all times, a very lively echo in the Financial Department of our International. Economic battles are fought and won, to a considerable extent, in these days, by the relief and subsistence which workers' organizations are able to offer to their members engaged in conflict against the employers.

You will, therefore, be able to appreciate the enormous strain which
we have had to endure, eager and desirous to support our fighting brothers and sisters as we were at all times and frequently lacking the means to do it. And bearing this in mind, you will heartily endorse, I hope, the recommendations contained in the report of the General Executive Board to strengthen our International financially, to lift the burden of indebtedness from it and to put it in better financial and fighting trim.

Fraternally Yours,

ABRAHAM BAROFF,

General Secretary-Treasurer.
### BALANCE SHEET
#### ASSETS

**April 1, 1922**

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Cash in Banks</td>
<td>$44,714.06</td>
</tr>
<tr>
<td>Liberty Bonds</td>
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<tr>
<td>Revolving Funds</td>
<td>1,268.36</td>
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<td>Deposit Inc</td>
<td>300.00</td>
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<tr>
<td>Loans Receivable:</td>
<td></td>
</tr>
<tr>
<td>N. Y. Joint Board—Cloakmakers</td>
<td>$46,744.08</td>
</tr>
<tr>
<td>Local 6</td>
<td>300.00</td>
</tr>
<tr>
<td>Local 15</td>
<td>5,000.00</td>
</tr>
<tr>
<td>Local 50</td>
<td>800.00</td>
</tr>
<tr>
<td>Local 58</td>
<td>200.00</td>
</tr>
<tr>
<td>Local 46</td>
<td>2,000.00</td>
</tr>
<tr>
<td>Local 7</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Local 80</td>
<td>6,200.00</td>
</tr>
<tr>
<td>Jt Bd.—Children’s Dressmakers</td>
<td>500.00</td>
</tr>
<tr>
<td>Unity House—Forest Park</td>
<td>10,000.00</td>
</tr>
<tr>
<td>American Labor Alliance</td>
<td>200.00</td>
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<tr>
<td>Furriers International</td>
<td>1,000.00</td>
</tr>
<tr>
<td>New York Call</td>
<td>1,200.00</td>
</tr>
<tr>
<td>Miscellaneous Advances</td>
<td>1,789.90</td>
</tr>
<tr>
<td>Loans to Ladies Garment Workers’ Center Inc</td>
<td>99,488.01</td>
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<tr>
<td>Shares in Labor Institutions:</td>
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<tr>
<td>Avanti Publishing Co.</td>
<td>$5,000.00</td>
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<tr>
<td>Brownsville Labor Lyceum</td>
<td>100.00</td>
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<tr>
<td>Ladies Garment Workers’ Center Inc</td>
<td>500.00</td>
</tr>
<tr>
<td>New York Call</td>
<td>500.00</td>
</tr>
<tr>
<td>Oklahoma Leader</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Rand School</td>
<td>100.00</td>
</tr>
<tr>
<td>Unity House—Local 15</td>
<td>200.00</td>
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<tr>
<td>Furniture and Fixtures</td>
<td>8,520.60</td>
</tr>
<tr>
<td>Sanatorium Assets</td>
<td>13,157.50</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$368,449.92</td>
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#### LIABILITIES and SURPLUS

<table>
<thead>
<tr>
<th>Item</th>
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<tbody>
<tr>
<td>Due on Bills</td>
<td>$14,640.52</td>
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<tr>
<td>A. F. of L. Per Capita</td>
<td>11,262.24</td>
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<tr>
<td>To Banks, etc.</td>
<td>148,375.00</td>
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<tr>
<td>Russian Relief</td>
<td>11,323.03</td>
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<tr>
<td>War Relief</td>
<td>10,282.56</td>
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<tr>
<td>Sanatorium Fund</td>
<td>26,516.90</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>$222,400.25</td>
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<tr>
<td><strong>Surplus</strong></td>
<td>146,049.67</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$368,449.92</td>
</tr>
</tbody>
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Most items included under "Loans Receivable" and "Accounts Receivable" are of long standing and in the opinion of the Secretary-Treasurer not collectable.
STATEMENT OF RECEIPTS AND DISBURSEMENTS
April 1, 1920 to March 31, 1922 (2 years)

<table>
<thead>
<tr>
<th>Balance, April 1, 1920</th>
<th>$34,520.72</th>
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<tbody>
<tr>
<td>Receipts:</td>
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<tr>
<td>Dues</td>
<td>$737,892.90</td>
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<td>1921—$1.50 Assessment</td>
<td>85,722.45</td>
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<tr>
<td>Sanatorium Assessment</td>
<td>15,649.67</td>
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<tr>
<td>1920—$1.50 Assessment</td>
<td>8,396.50</td>
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<tr>
<td>1918—Cleveland Assessment</td>
<td>11,818.00</td>
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<tr>
<td>Russian Relief—4 Hours Work</td>
<td>37,538.30</td>
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<tr>
<td>Amalgamated 2 Hour Assessment</td>
<td>59,288.54</td>
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<tr>
<td>Constitution Books</td>
<td>1,347.85</td>
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<tr>
<td>Initiation Fee Stamps</td>
<td>2,515.45</td>
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<tr>
<td>Supplies</td>
<td>6,026.78</td>
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<tr>
<td>Charter Fees</td>
<td>117.00</td>
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<tr>
<td>New Majority</td>
<td>2,057.38</td>
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<tr>
<td>Sanatorium Receipts</td>
<td>1,155.00</td>
</tr>
<tr>
<td>Donations for Local 15 Strike</td>
<td>35,700.00</td>
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<tr>
<td>Interest</td>
<td>2,443.75</td>
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<tr>
<td>Educational Department</td>
<td>375.20</td>
</tr>
<tr>
<td>Publication Department</td>
<td>16,949.22</td>
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<tr>
<td>Miscellaneous Income</td>
<td>394.81</td>
</tr>
<tr>
<td>Return of Loans Made to Joint Bds. and Locals</td>
<td>7,234.11</td>
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<tr>
<td>Revolving Funds</td>
<td>425.00</td>
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<tr>
<td>Securities Held for Local 113</td>
<td>200.00</td>
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<tr>
<td>Securities—Held for Joint Bd. Waistsmakers</td>
<td>70,000.00</td>
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<tr>
<td>Loans from Banks, etc.</td>
<td>233,000.00</td>
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<tr>
<td>Total Receipts</td>
<td>$1,339,504.92</td>
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</table>

<p>| Disbursements:         |           |
| Salary—President       | $15,461.67 |
| Travelling—Railroad Fare, Hotels and all other expenses connected with office of President | 4,304.52 |
| Salary—Secretary-Treasurer | 13,250.03 |
| Travelling—Railroad Fare, Hotels and all other expenses connected with office of Secretary-Treasurer | 1,764.94 |
| Organizers Salaries    | 71,098.00  |
| Organizers Railroad Fare and Expenses (New Fields) | 15,088.43 |
| Printed Matter for Organizing Campaigns | 2,198.30 |
| Part Payment of Salaries towards Managers of Joint Boards and Locals | 23,968.00 |
| Organizers Railroad Fare and Expenses sent to assist Organization Campaigns and Strikes for existing Locals | 14,035.76 |
| Strike Donations to Locals (Strike Benefit and Expenses) Schedule No. 1 | 293,351.84 |
| Other Donations to Locals | 2,091.85 |
| Loans to Joint Boards and Locals | 20,533.00 |
| Legal Fees (Defending against all injunctions in every city in our industry including New York, Chicago, Cleveland, Toledo, Montreal, Cincinnati, Boston, etc.) | 42,345.04 |
| Total Disbursements    | $1,374,025.64 |</p>
<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Executive Board Meetings</td>
<td>14,535.31</td>
</tr>
<tr>
<td>A. F. of L. Per Capita (1920 and 1921 Per Capita $22,553.78)</td>
<td>17,788.64</td>
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<tr>
<td>Dues to other Organizations—Schedule No. 2</td>
<td>1,935.26</td>
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<tr>
<td>Convention Expenses (1920)—Schedule No. 3</td>
<td>16,694.46</td>
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<tr>
<td>Convention Expenses (1922) Advance</td>
<td>1,097.30</td>
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<tr>
<td>Convention Expenses A. F. of L. (1920 and 1921 6 Delegates)</td>
<td>5,071.50</td>
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<tr>
<td>Donation to Amalgamated Clothing Workers (Strike 1921)</td>
<td>58,985.43</td>
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<tr>
<td>Donations to other Organizations—Schedule No. 4</td>
<td>14,948.10</td>
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<tr>
<td>Donations to European Unions—Schedule No. 4</td>
<td>14,077.07</td>
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<tr>
<td>Shares in Labor Institutions</td>
<td>6,000.00</td>
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<tr>
<td>Russian Relief—Schedule No. 5</td>
<td>26,215.27</td>
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<tr>
<td>Salaries—Office Staff</td>
<td>21,799.40</td>
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<td>Auditing Department—Salaries, Traveling Expenses, etc.—Schedule No. 6</td>
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<td>Record Department—Salaries and Expenses—Schedule No. 7</td>
<td>31,295.47</td>
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<tr>
<td>Research Department—Salaries, Traveling Expenses, etc.—Schedule No. 8</td>
<td>5,098.61</td>
</tr>
<tr>
<td>Educational Department—Salaries and Expenses—Schedule No. 9</td>
<td>25,442.16</td>
</tr>
<tr>
<td>Publication Department—Salaries, Expenses, cost of Printing and Mailing, &quot;Gerechtigkeit,&quot; &quot;Justice&quot; and &quot;Giustizia&quot;—Schedule No. 10</td>
<td>223,783.62</td>
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<tr>
<td>Rent—Office</td>
<td>14,470.00</td>
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<tr>
<td>Printing—General Office</td>
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<tr>
<td>Printing Supplies for Locals</td>
<td>6,037.90</td>
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<tr>
<td>Stationery and Office Supplies</td>
<td>2,034.64</td>
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<td>Auditing General Office Books</td>
<td>440.00</td>
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<td>Furniture and Fixtures</td>
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<td>Telegraphs</td>
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<td>Telegrams</td>
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<td>Advertisements</td>
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<td>Postage</td>
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<td>Cleaning and Towels</td>
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<tr>
<td>Water and Ice</td>
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<tr>
<td>Books and Magazines</td>
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<tr>
<td>Petty Office Expenses</td>
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<td>Typewriter Rentals and Repairs</td>
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<td>Expressage and Parcel Post</td>
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<tr>
<td>Two Delegates Attending Convention of International Clothing Workers Federation (Europe)</td>
<td>3,734.65</td>
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<td>Jubilee of Secretary Baroff—(as per decision of Convention 1920)</td>
<td>2,320.20</td>
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<tr>
<td>Lexington Theatre Mass Meeting and Concert (including talents) Arrival President Schlesinger from Europe</td>
<td>1,090.80</td>
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<tr>
<td>Miscellaneous Expenses—Schedule No. 11</td>
<td>2,301.69</td>
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<tr>
<td>Surety Bond Premiums for Locals</td>
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<tr>
<td>Discount on Notes</td>
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<tr>
<td>Bank Charges—(Canadian Exchange)</td>
<td>1,762.73</td>
</tr>
<tr>
<td>Revolving Funds</td>
<td>900.00</td>
</tr>
<tr>
<td>Securities returned to Joint Board Waistmakers</td>
<td>29,825.00</td>
</tr>
</tbody>
</table>
### Payments to Banks on Loans
- 131,000.00

### Loan to Ladies Garment Workers’ Center, Inc.
- 99,488.01

### Shares in Ladies’ Garment Workers’ Center, Inc.
- 500.00

### Sanatorium Fund Disbursements—Schedule No. 12
- 4,762.89

**Total Disbursements**
- **$1,329,311.58**

**Balance March 31, 1922**
- **$ 44,714.06**

### SCHEDULE No. 1

**STRIKE DONATIONS TO LOCALS**

<table>
<thead>
<tr>
<th>Local</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>220,441.87</td>
</tr>
<tr>
<td>Toledo</td>
<td>24,783.20</td>
</tr>
<tr>
<td>Boston</td>
<td>19,600.00</td>
</tr>
<tr>
<td>Cincinnati</td>
<td>8,097.97</td>
</tr>
<tr>
<td>Montreal</td>
<td>4,000.00</td>
</tr>
<tr>
<td>Toronto</td>
<td>2,000.00</td>
</tr>
<tr>
<td>Baltimore</td>
<td>100.00</td>
</tr>
<tr>
<td>Local 7</td>
<td>500.00</td>
</tr>
<tr>
<td>Local 33</td>
<td>900.00</td>
</tr>
<tr>
<td>Local 41</td>
<td>1,150.00</td>
</tr>
<tr>
<td>Local 46</td>
<td>143.26</td>
</tr>
<tr>
<td>Local 50</td>
<td>2,300.00</td>
</tr>
<tr>
<td>Local 86</td>
<td>150.00</td>
</tr>
<tr>
<td>Local 87</td>
<td>3,032.80</td>
</tr>
<tr>
<td>Local 90</td>
<td>750.00</td>
</tr>
<tr>
<td>Local 113</td>
<td>250.00</td>
</tr>
<tr>
<td>Local 114</td>
<td>1,593.89</td>
</tr>
<tr>
<td>Local 130</td>
<td>300.00</td>
</tr>
<tr>
<td>Local 131</td>
<td>3,258.85</td>
</tr>
</tbody>
</table>

**Total**
- **$293,351.84**

### SCHEDULE No. 2

**DUES TO OTHER ORGANIZATIONS**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>International Clothing Workers Federation</td>
<td>$1,177.00</td>
</tr>
<tr>
<td>Canadian Trades Congress</td>
<td>$748.26</td>
</tr>
<tr>
<td>Women’s Trade Union League</td>
<td>$10.00</td>
</tr>
</tbody>
</table>

**Total**
- **$1,935.26**

### SCHEDULE No. 3

**1920 CONVENTION EXPENSES**

<table>
<thead>
<tr>
<th>Expense</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Printing</td>
<td>$3,877.20</td>
</tr>
<tr>
<td>Rent</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Advertisements</td>
<td>$831.00</td>
</tr>
<tr>
<td>Credential Committee Expenses</td>
<td>$474.75</td>
</tr>
<tr>
<td>Reporting Service</td>
<td>$1,150.00</td>
</tr>
<tr>
<td>Badges and Fobs</td>
<td>$382.14</td>
</tr>
<tr>
<td>Contributions to Delegates</td>
<td>$949.00</td>
</tr>
<tr>
<td>Railroad Fare—G. E. B., Clerical Help and Guests</td>
<td>$1,272.63</td>
</tr>
</tbody>
</table>

**Total**
- **$9,804.65**
Hotel and Expenses—G. E. B. and Help ................................ 1,821.47
Gifts ............................................................................. 2,080.00
Committee Expense .................................................. 264.00
Arrangement Committee in conjunction with Joint Board Cloakmakers, Chicago 2,381.28
Night Work .............................................................. 150.00
Supplies ...................................................................... 60.09
Total ........................................................................ 16,694.46

<table>
<thead>
<tr>
<th>DONATIONS TO OTHER ORGANIZATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Labor Alliance ........... $ 300.00</td>
</tr>
<tr>
<td>American Labor Party ............... 105.00</td>
</tr>
<tr>
<td>American Red Mogin David .......... 3.00</td>
</tr>
<tr>
<td>Belgium Strikers ..................... 132.07</td>
</tr>
<tr>
<td>Central Labor Bodies—Amnesty .... 1,750.00</td>
</tr>
<tr>
<td>Chicago Federation of Labor ........ 250.00</td>
</tr>
<tr>
<td>Daughters of Israel ................. 5.00</td>
</tr>
<tr>
<td>Emergency Educational Committee . 25.00</td>
</tr>
<tr>
<td>Federated Press ...................... 100.00</td>
</tr>
<tr>
<td>Freie Arbeiter Stimme ............... 300.00</td>
</tr>
<tr>
<td>Hebrew Sheltering Aid Society ...... 3,000.00</td>
</tr>
<tr>
<td>Italian Chamber of Labor .......... 500.00</td>
</tr>
<tr>
<td>Italian Day Nursery ................. 500.00</td>
</tr>
<tr>
<td>Jewish Central Socialist Committee $ 300.00</td>
</tr>
<tr>
<td>Kropotkin Publication Society ...... 200.00</td>
</tr>
<tr>
<td>London Ladies Tailors ............... 75.00</td>
</tr>
<tr>
<td>Messenger .............................................. 300.00</td>
</tr>
<tr>
<td>Modern School Association .......... 300.00</td>
</tr>
<tr>
<td>National Socialist Party ............ 100.00</td>
</tr>
<tr>
<td>Naturalization Aid League .......... 600.00</td>
</tr>
<tr>
<td>New Majority ............................ 250.00</td>
</tr>
<tr>
<td>N. Y. Call ......................................... 3,000.00</td>
</tr>
<tr>
<td>Paper Cigarette Makers Union ...... 200.00</td>
</tr>
<tr>
<td>Philadelphia Labor Institute ...... 1,000.00</td>
</tr>
<tr>
<td>Railroad and Terminal Workers .... 150.00</td>
</tr>
<tr>
<td>Rand School ................................. 500.00</td>
</tr>
<tr>
<td>Socialist Campaign (1920) .......... 300.00</td>
</tr>
<tr>
<td>Socialist Party ............................. 50.00</td>
</tr>
<tr>
<td>Tailors of Poland ....................... 1,500.00</td>
</tr>
<tr>
<td>United Mine Workers—West Virginia $ 500.00</td>
</tr>
<tr>
<td>Verbund of Schneider—Austria ...... 70.00</td>
</tr>
<tr>
<td>Womens Auxiliary—Jewish Relief Committee 50.00</td>
</tr>
<tr>
<td>Workers Unity House (N. Y.) ....... 36.00</td>
</tr>
<tr>
<td>Y. P. S. L ............................................ 25.00</td>
</tr>
<tr>
<td>Miscellaneous ........................... 229.10</td>
</tr>
<tr>
<td>Total ...................................................... $ 16,705.17</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RUSSIAN RELIEF</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Cotton Oil Co.—37,500 lbs. cooking oil... $ 3,698.12</td>
</tr>
<tr>
<td>Metropolitan Flour Co.—1,850 barrels of wheat flour 9,897.50</td>
</tr>
<tr>
<td>Ressler, H.—2,000 bags of kidney beans ........... 4,936.65</td>
</tr>
<tr>
<td>Warner Sugar Refining Co.—1,500 bags sugar ...... 5,029.00</td>
</tr>
</tbody>
</table>
### SCHEDULE No. 6
#### AUDITING DEPARTMENT
April 1, 1920 to March 31, 1922

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washburn-Crosby Co.—1,000 bags corn flour</td>
<td>2,100.00</td>
</tr>
<tr>
<td>Rent</td>
<td>25.00</td>
</tr>
<tr>
<td>Printing</td>
<td>179.00</td>
</tr>
<tr>
<td>Services</td>
<td>150.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$26,215.27</strong></td>
</tr>
</tbody>
</table>

### SCHEDULE No. 7
#### RECORD DEPARTMENT
April 1, 1920 to March 31, 1922

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$17,516.63</td>
</tr>
<tr>
<td>Typing Reports</td>
<td>150.00</td>
</tr>
<tr>
<td>Traveling Expenses</td>
<td>2,212.30</td>
</tr>
<tr>
<td>Stationery and Supplies</td>
<td>139.73</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$20,018.66</strong></td>
</tr>
</tbody>
</table>

### SCHEDULE No. 8
#### RESEARCH DEPARTMENT
June 1, 1920 to March 31, 1922

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$3,647.07</td>
</tr>
<tr>
<td>Rent</td>
<td>520.00</td>
</tr>
<tr>
<td>Printing</td>
<td>199.75</td>
</tr>
<tr>
<td>Stationery</td>
<td>36.80</td>
</tr>
<tr>
<td>Supplies</td>
<td>74.41</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>60.78</td>
</tr>
<tr>
<td>Postage</td>
<td>5.00</td>
</tr>
<tr>
<td>Trips to Cleveland</td>
<td>682.00</td>
</tr>
<tr>
<td>Carpenter</td>
<td>55.00</td>
</tr>
<tr>
<td>Charts, etc.</td>
<td>11.55</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$5,292.36</strong></td>
</tr>
<tr>
<td>Furniture and Fixtures</td>
<td>326.25</td>
</tr>
<tr>
<td><strong>Total Disbursements</strong></td>
<td><strong>$5,618.61</strong></td>
</tr>
<tr>
<td>Disbursements</td>
<td>Amount</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Salaries</td>
<td>$13,754.58</td>
</tr>
<tr>
<td>Tuition Fee—Workers' University</td>
<td>$1,740.50</td>
</tr>
<tr>
<td>Tuition Fee—Unity Centers</td>
<td>$2,982.67</td>
</tr>
<tr>
<td>Supervision</td>
<td>$421.50</td>
</tr>
<tr>
<td>Janitor Fees</td>
<td>$471.50</td>
</tr>
<tr>
<td>Services</td>
<td>$394.50</td>
</tr>
<tr>
<td>Lectures</td>
<td>$382.50</td>
</tr>
<tr>
<td>Reporting Lectures</td>
<td>$371.69</td>
</tr>
<tr>
<td>Printing</td>
<td>$1,170.68</td>
</tr>
<tr>
<td>Stationery and Supplies</td>
<td>$209.64</td>
</tr>
<tr>
<td>Textbooks</td>
<td>$62.23</td>
</tr>
<tr>
<td>Translations</td>
<td>$61.00</td>
</tr>
<tr>
<td>Postage</td>
<td>$408.03</td>
</tr>
<tr>
<td>Advertising</td>
<td>$778.20</td>
</tr>
<tr>
<td>Signs</td>
<td>$160.00</td>
</tr>
<tr>
<td>Addressing Machine</td>
<td>$40.00</td>
</tr>
<tr>
<td>Rent</td>
<td>$1,840.00</td>
</tr>
<tr>
<td>Carpenter Work</td>
<td>$182.00</td>
</tr>
<tr>
<td>Travelling Expenses</td>
<td>$163.78</td>
</tr>
<tr>
<td>Celebrations</td>
<td>$312.66</td>
</tr>
<tr>
<td>Weekly Expenses—Miss Cohn</td>
<td>$388.95</td>
</tr>
<tr>
<td>Christmas Gifts</td>
<td>$78.25</td>
</tr>
<tr>
<td>Miscellaneous Expenses</td>
<td>$172.30</td>
</tr>
<tr>
<td>To Joint Board, Cleveland</td>
<td>$400.00</td>
</tr>
<tr>
<td>To Local 49, Boston</td>
<td>$320.00</td>
</tr>
</tbody>
</table>

| Total                             | $27,272.16  |

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sale of Tickets</td>
<td>$141.75</td>
</tr>
<tr>
<td>Sale of Books</td>
<td>$86.20</td>
</tr>
<tr>
<td>Lectures</td>
<td>$85.00</td>
</tr>
<tr>
<td>Tuition Fee—Refund</td>
<td>$49.00</td>
</tr>
<tr>
<td>Salary—Refund</td>
<td>$13.25</td>
</tr>
</tbody>
</table>

| Total                             | $375.20     |

<table>
<thead>
<tr>
<th>SCHEDULE No. 10</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>PUBLICATION DEPARTMENT</td>
<td></td>
</tr>
<tr>
<td>April 1, 1920 to March 31, 1922</td>
<td></td>
</tr>
<tr>
<td>Receipts and Income</td>
<td></td>
</tr>
<tr>
<td>Due Stamps Sold—1,483,402 @ .01</td>
<td>$14,834.02</td>
</tr>
<tr>
<td>Due Stamps Sold—6,612,500 @ .02</td>
<td>$132,250.00</td>
</tr>
<tr>
<td>Advertisements</td>
<td>$22,574.59</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>$51.43</td>
</tr>
<tr>
<td>Bound Volumes</td>
<td>$120.00</td>
</tr>
<tr>
<td>Refund—Salaries</td>
<td>$46.28</td>
</tr>
</tbody>
</table>

<p>| Total Receipts and Income         | $169,876.32 |
| Disbursements and Expenditures    |             |
| Salaries:                         |             |
| Manager and Staff                 | $19,189.97  |
| Editors                           | $23,400.00  |</p>
<table>
<thead>
<tr>
<th>Contributors</th>
<th>$51,505.97</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gerechtigkeit:</strong></td>
<td></td>
</tr>
<tr>
<td>Printing</td>
<td>$74,324.00</td>
</tr>
<tr>
<td>Postage</td>
<td>5,789.99</td>
</tr>
<tr>
<td>Composition</td>
<td>15,360.00</td>
</tr>
<tr>
<td></td>
<td>$95,473.99</td>
</tr>
<tr>
<td><strong>Justice:</strong></td>
<td></td>
</tr>
<tr>
<td>Printing</td>
<td>$42,618.42</td>
</tr>
<tr>
<td>Postage</td>
<td>2,831.70</td>
</tr>
<tr>
<td>Composition</td>
<td>2,650.00</td>
</tr>
<tr>
<td></td>
<td>$48,100.12</td>
</tr>
<tr>
<td><strong>Guistizia—Printing</strong></td>
<td>24,335.19</td>
</tr>
<tr>
<td>Postage Returns</td>
<td>$ 175.61</td>
</tr>
<tr>
<td>Editor’s Expense</td>
<td>269.44</td>
</tr>
<tr>
<td>Paper</td>
<td>372.72</td>
</tr>
<tr>
<td>Commission on Ads</td>
<td>417.78</td>
</tr>
<tr>
<td>Translations</td>
<td>50.00</td>
</tr>
<tr>
<td>Cuts and Cartoons</td>
<td>42.96</td>
</tr>
<tr>
<td>Rookhinding</td>
<td>157.25</td>
</tr>
<tr>
<td>Mailing Machine Supplies</td>
<td>2,062.15</td>
</tr>
<tr>
<td></td>
<td>$ 3,547.91</td>
</tr>
<tr>
<td><strong>Rent</strong></td>
<td>$ 2,830.00</td>
</tr>
<tr>
<td>Printing and Stationery</td>
<td>382.52</td>
</tr>
<tr>
<td>Postage</td>
<td>174.00</td>
</tr>
<tr>
<td>Subscriptions and Newspapers</td>
<td>56.61</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>17.90</td>
</tr>
<tr>
<td>Repairs</td>
<td>98.05</td>
</tr>
<tr>
<td>Clippings</td>
<td>216.90</td>
</tr>
<tr>
<td>Miscellaneous Expense</td>
<td>283.55</td>
</tr>
<tr>
<td></td>
<td>4,059.53</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$227,022.71</td>
</tr>
<tr>
<td><strong>Furniture and Fixtures</strong></td>
<td>289.58</td>
</tr>
<tr>
<td><strong>Total Disbursements and Expenditures</strong></td>
<td>$227,312.20</td>
</tr>
</tbody>
</table>

**SCHEDULE No. 11**

**MISCELLANEOUS EXPENSES**

| Gifts—Christmas etc.                      | $ 373.00   |
| Moving Expense                            | 445.48     |
| Insurance                                 | 53.15      |
| Affiliation Fee—Workers Ed. Bureau         | 25.00      |
| Forum—Hall Rent                           | 175.00     |
| General Office Expense with Committees of New York and Out-of-Town Locals | 322.80 |
| Appeal Committee                          | 148.75     |
| Building Committee                         | 63.00      |
| Finance Committee                          | 24.75      |
| Delegates to People’s Relief Convention    | 320.40     |
| Needles Trades Alliance                    | 50.00      |
| Central Trades Council Meeting—Rent        | 160.00     |
| Hearings on Legislation                    | 140.36     |
| **Totals**                                | $ 2,301.69 |
**SCHEDULE No. 12**  
**SANATORIUM FUND**

Balance in Sanatorium Funds—April 1, 1920 .................. $ 14,475.12

<table>
<thead>
<tr>
<th>Receipts:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessments</td>
<td>$ 15,649.67</td>
<td></td>
</tr>
<tr>
<td>Rent</td>
<td>1,155.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total Receipts</strong></td>
<td><strong>$ 16,804.67</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disbursements:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits Paid</td>
<td>$ 3,150.00</td>
<td></td>
</tr>
<tr>
<td>Committee Expenses</td>
<td>861.48</td>
<td></td>
</tr>
<tr>
<td>Taxes</td>
<td>373.14</td>
<td></td>
</tr>
<tr>
<td>Expenses—Surveyor</td>
<td>9.27</td>
<td></td>
</tr>
<tr>
<td>Refund to Local 49</td>
<td>369.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total Disbursements</strong></td>
<td><strong>$ 4,762.89</strong></td>
<td></td>
</tr>
</tbody>
</table>

Balance—Sanatorium Fund March 31, 1922 .................. $ 26,516.90

Sanatorium Fund consists of the following:

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Land and Buildings</td>
<td>$ 13,000.00</td>
<td></td>
</tr>
<tr>
<td>Farm Implements</td>
<td>157.50</td>
<td></td>
</tr>
<tr>
<td>Balance in International Funds</td>
<td>13,359.40</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 26,516.90</strong></td>
<td></td>
</tr>
</tbody>
</table>
I hereby certify that the balance of cash in bank amounting to Forty Thousand Four Hundred and Nineteen Dollars Twenty-two Cents ($40,419.22) in the Bank of the United States and the balance of Four Thousand Two Hundred Ninety Four Dollars and Eighty-four cents ($4,294.84) in the Harriman National Bank as per bank reconciliations shown are correct.

MORRIS BERGER,
Certified Public Accountant.

OUR FINANCE AND AUDIT COMMITTEE

In accordance with the constitution of the I. L. G. W. U. a Finance Committee consisting of Vice-Presidents Sigman, Heller, Wander, Cohn and Halpern was appointed to examine all the disbursements of the General Office. This committee performed its duties conscientiously, and we can report that we find that all the expenses of the International were at all times made in a satisfactory and legitimate manner.

MORRIS SIGMAN, Chairman,
JACOB HELLER, Secretary

The attached reports have been rendered after a thorough and careful examination of all books and records of the International Ladies Garment Workers' Union had been made. The statements herein appended are the true state of affairs of the International Ladies Garment Workers' Union to the best of my knowledge.

Respectfully submitted,

F. NATHAN WOLF,
General Auditor.
REPORT AND PROCEEDINGS
OF THE
SIXTEENTH CONVENTION
OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

First Day—Monday Morning Session
May 1st, 1922, 10:00 a. m.

The 16th Biennial Convention of the International Ladies' Garment Workers' Union was opened by President Benjamin Schlesinger at the Brotherhood of Locomotive Engineers Auditorium, Cleveland, O., on May 1st, 1922, at 10:00 a. m.

The formal opening of the convention was preceded by the rendition of several musical selections by a band. All throughout the session music was played, after each speaker, to the delight and appreciation of the audience.

John G. Owens, Secretary and Business Agent of the Cleveland Federation of Labor, was introduced as temporary chairman.

Brother Owens: I wish at this time, as representative of the labor movement of the City of Cleveland, to welcome you to our city. You have one of the most active organizations in the needle trades and I trust that the time is not far off when all the needle trades will be housed in one organization. (Applause).

Secretary Owens concluded his remarks by referring to the open shop movement, which he claimed had acted as a boomerang to the employers, while it had at the same time solidified the workers.

The first speaker introduced by the chairman was Warren S. Stone, Grand Chief of the Brotherhood of Locomotive Engineers.

Mr. W. S. Stone: It is a very great pleasure to me this morning to come before you and welcome you, not only to the City of Cleveland, but to this auditorium. The Brotherhood of Locomotive Engineers own this building and they do not owe a cent on it. (Applause).

I want to impress upon you two things. First, the fact that there is not a thing within the bounds of reason, either state or national, that you could not have if you only would use the power that you hold in your hands. Labor is never going to come into its own until it quits following a political party, and votes for the man regardless of his party. You get exactly the kind of government you vote for. Forget there is such a thing as party. Vote for the man regardless of his politics and then you will get some results.

Another problem that is before you is the question of wages. There is no use giving a 10 per cent increase in wages if your cost of living goes up 20 per cent at the same time. The Labor party in England has gone 100 per cent ahead of us. It has established a minimum standard of living, and let the wage be what it may to create that.

Brother Stone endorsed the co-operative movement among Labor Unions. He cited as an example of what co-operation can do, the Bank of The Brotherhood of Locomotive Engineers, which within the period of a year has accumulated deposits of over $15,000,000. He stated that if the unions would co-operate in a financial way they would, within ten years, control the financial policy of America.

Brother Stone concluded his remarks by urging the delegates to forget factional strife and petty politics and advised them to get behind their officers regardless of personal feelings.

At the conclusion of Brother Stone's address a delegation from the Women's Locals of Cleveland brought two large baskets of flowers to the platform amidst great applause.

The next speaker introduced was Brother Joel Levine, chairman of the Joint Board of the Cleveland Ladies' Garment Workers, who welcomed the delegates to the City of Cleveland in the name of the Joint Board. He wished
the delegates success in their proceedings. The next speaker introduced was Henry W. Raisse, editor of the Weekly Bulletin of the Cleveland Federation of Labor. Brother Raisse brought the fraternal greetings and well-wishes of the labor movement of Cleveland to the convention.

President Benjamin Schlesinger thereupon assumed permanent chairmanship of the convention and was greeted with an ovation of cheers and applause, everybody rising.

President Schlesinger: I thank you very much, delegates, for the reception you have accorded me. I also wish to thank Brother Owens, the Secretary of the Cleveland Federation of Labor, as well as Brother Stone, the President of the Locomotive Engineers, and Brother Raisse for the addresses of welcome they have made.

I hope that when the convention will be over we shall be able to prove that we have lived up to the test of meeting the problems that we now have in our industry and that they will be solved to the benefit of all the workers in the industry. (Applause).

This is our third convention in the City of Cleveland. Our first Cleveland convention was held in 1903 and the second in 1914. I can recognize among the delegates many who were delegates to the 1914 convention, but of those who were delegates to the 1903 convention, there is only one present here, and this one is not a delegate either, though a member in good standing of our International from the first day it was formed.

It will, I am certain, be worth while for the delegates to this convention to hear from your chairman, the only one here who was present as a delegate at that Cleveland convention, a brief review of the conditions under which our workers lived and worked at that time, a review that will give you, who were spared the bitter experience of the first years of the existence of our International, a picture of the great strides which our organization has made during these nineteen years.

I shall not burden you with a long speech, but shall give you instead the following few extracts from the general officers' report to that convention:

"The sweating system is raging in all its fury in our industry. Ninety-five per cent of the shops in our trade are actual pest-holes, and the other five per cent are also more fit for the housing of animals than for human beings to work in. The sweat-shop menaces not only the life and the health of hundreds and thousands of workers, but is a danger to the community in general. All who buy garments made in these pest-holes are in danger of becoming infected with every kind of disease.

"The workers in the shops squabble and wrangle among themselves continually and there is hardly a shop where they get along in harmony. For this, the piece-work system is responsible. Under piece work it is possible for the employers to smother every spark of unity among the workers, and this system gives them the opportunity to play favorites in the shops and to single out and punish other workers at will.

"One of the curses of our industry is the long workday. There is no end to the length of the workday. The average work-hours are fourteen a day, or ninety-eight hours per week. In many industries in the country the work-hours are only fifty, and in the building trades, only forty-eight per week. It would be a great blessing if it were possible to reduce the work hours in our trades, at least, to ten per day, or sixty a week, and, although we do not foresee the possibility of achieving this in the near future, it would be advisable that this convention decide to conduct a strong agitation for it.

"Recently a new evil has invaded our industry. It first began in the skirt trade, and has now spread to the entire cloak trade. It is, namely, the innovation that operators must have their own machines. In order to get a job, an operator must bring along his own sewing machine. This has converted our workers in the shops almost into chattel slaves. It is natural that, rather than to drag his machine along with him in search of a new job, a worker would stand for a lot of abuse and mistreatment in the place where he works.

"And when we add to it the subcontracting system among the pressers, the low wages, the terror of the bosses, and above all the indifference of the masses, we cannot help being pessimistic. But we must not, nevertheless, despair of the final possibility of organizing the masses of workers in our industries."
Such were the conditions in which our workers have found themselves in 1903, when we came to our first Cleveland convention. We had, at that time, less than two thousand members all over the country and even this membership was not of a permanent kind. Each season the workers of a few shops would go out on strike, would pay in a small initiation fee into the Union and become Union men. In most cases, these strikes met with failure and the strikers would abandon the Union right after they had lost the strike. The Union consisted at that time of a handful of workers to whom the Union idea was a religion and who persistently kept on stirring and rousing the conscience of the masses. If not for this handful of devoted Union men, who knows how many years it would have taken to awaken the masses of our workers! (Applause).

Our second Cleveland Convention, in 1914, was held four years after our workers had already torn asunder the chains of industrial slavery which bound and oppressed them for a generation. The heroic strike of the New York cloakmakers of 1910 not only abolished most of the evils from which they were suffering, but has given them a strong faith in organization and unity. That strike not only established a fifty-hour work-week and did away with the system which compelled cloak makers to have their own sewing machines and move them from shop to shop; it not only abolished sub-contracting among the pressers, but also compelled the employers to recognize that they cannot lord it over their workers like autocrats, and that the workers must not have less to say about the conditions under which they are to work than the employers. That strike has actually taken the cloakmakers out of bondage and given them their liberty. (Applause).

The 1910 strike, however, changed the work conditions of the cloak industry of New York only. In all the other markets, outside of New York, the conditions of semi-slavery continued. When we assembled at Cleveland in 1914, New York was the only market where our workers were organized. In Philadelphia, Chicago, Boston, Cleveland, Cincinnati, in Canada, and on the Pacific Coast, we either had no organizations at all or had weak and ineffective small locals. Many of the delegates to this convention will, probably, recall the bitter and unsuccessful strikes our International had waged from 1911 to 1914 in the cities of Cleveland, Philadelphia, Chicago, and other cloak and waist centers. We came to Cleveland in 1914 with a big and powerful organization of cloakmakers in New York, but with very few active organizations in other cloak markets or in the other trades in the ladies' garment industry.

Today, in 1922, we come to this convention in Cleveland with strong and influential organizations all over the country. The cloak industry is practically one hundred per cent organized. There is not a cloak market where the work conditions are not under the influence and control of our Organization, and the same is true, to a large extent, in the dress trade, the raincoat industry, the embroidery trade, the waist trade, and all the other trades under our jurisdiction. In the most important cities these trades are well organized and their work conditions are dictated by our International. (Thunderous applause).

The last two years have been terrible years for the workers of America. Capital has let loose all its fury against labor and many established organizations, have had to give up, under this violent pressure, several of their former gains and achievements. Our International steadfastly retained all it had won for our members. Our International, notwithstanding slight losses here and there, is today just as strong and powerful as it was two years ago at our Chicago Convention.

We have assembled from all over the country to take stock of our activities and to work out plans for the future. The near future is very grave. Our employers, who have attempted to lower our work standards even during the last two years, when we had agreements with them, will surely try it again when these agreements expire.

Our strength lies in our unity. All our gains are the result of our solidarity. You, the delegates to this convention, must bend every effort to the end that unity and harmony, in the loftiest sense of the word, prevail at this convention. Such a spirit can weld our ranks even closer together and make our organization invincible. (Thunderous applause, all delegates rising).

Samuel Gompers, President of the American Federation of Labor, was next introduced. He was greeted with tremendous applause.
Brother Gompers: Mr. President, delegates to this convention of the International Ladies' Garment Workers' Union: When invited by the officers of your organization to come to this convention and address the delegates, I hesitated not at all. I simply tried to find a way by which I could dispose of my other engagements in the interest of our great movement, to come here. And let me say to you that I find it a great pleasure and a splendid opportunity to be here, for I not only want to convey to you a message of welcome and greeting of the great rank and file of the organized labor movement of America, but to tell you, in addition, something of the great problems with which the labor movement of America is now confronted.

I listened with deep interest to the brief portrayal of conditions in the various branches in your industry as recited by President Schlesinger in his address. I doubt if there is any man outside of your industry who was quite so closely associated in the struggles of your men and women as I was. I doubt if there was anyone outside of your industry, who shared with you the trials and tribulations in the early struggles of your men and women. The one great difficulty which stood in the way of your progress was, first, the failure to sustain the effort made in the struggles after the contests were over. I know how bitter were the sacrifices made by the men in the early days of this industry in modern understanding of what the developments of that industry meant. I remember with keen appreciation the tremendous strike of the cloak makers and all allied branches of the industry. It was in 1910, the strike to which President Schlesinger referred to in New York and its vicinity. I know that I was consulted as to what should be done at that time and the advice was given and cordially received by those then in official power in your organization, fragmentary and weak as it was. It was at the meeting, the great overflow meeting, in Madison Square Garden in New York, to which I was invited to speak and which meeting I did address either on the 4th of July or a day or two after. And at that meeting I made a declaration that the men of labor can win a contest from two points of view, one, when the organization is so enriched with funds that the members engaged in a great strike can be sustained for almost any length of time; and the other is when the men of labor are so impoverished by industrial conditions, that the condition of the people of a community and a country will be shocked and bound to concede righteous conditions. (Applause). And I took occasion then to declare that in my judgment the worst conditions in the cloak and suit industry, in the ladies' garment industry, had passed, and that now an industrial revolt had taken place, and the misery shall be a condition of the past. The present must be fairer and brighter for the wealth-producers of the industry. (Applause).

During my long life I have not witnessed a greater demonstration in New York or elsewhere than was the one to which I have just merely referred. The contest was long drawn out, but the beginning of a new era in the life of the workers of the men engaged in your industry had been inaugurated; and so on and so on. from move to move, from improvement to improvement, until today I say to you in all candor and without the slightest flattery that the International Ladies' Garment Workers' Union of America is as strong and powerful and influential as any other labor organization in this or in any other country. (Great applause).

May I, before I conclude the expression to which I have just merely referred, say to you that I know I speak with authority for the five million organized workers affiliated with the American Federation of Labor. I bring to you at your convention their fraternal greetings and best wishes for your continued progress and success (applause), and as I have officially communicated this message, I want to say this, not alone as President of the American Federation of Labor, but as a man and a union man, I join most heartily in that greeting and expression. (Applause).

It is quite true that your organization, like all the other organizations of toiling men and women of America, has a problem confronting it that requires the best thought, the most united action in spirit as well as in fact. Nothing can stand between labor and the degrading process of lowering our standards of life and work in freedom, nothing can stand, nothing stands between us and that condition except the power of our organizations. (Applause).

Let the employers learn that we have divided amongst ourselves, that we lack the spirit of unity and solidarity, and I assure you, I swear that as sure as the sun rises and sets, we will be set against each other, and instead of defending, instead of moving forward, we will be
driven back, back, back to the old conditions of the sweat-shop, of slavery and misery. (Applause).

I have not any doubt that quite a number of employers in your industry will for the present say, "We don't want to go back to the old conditions of the industry." Well, that may be the opinion and the honest opinion of some. But the opinion of others is that we have grown too powerful, we have grown too influential. We are enjoying too much of the conditions which make it a little better for our lives for our workers and we are too darn independent.

The reference made by the brother of Cleveland in his address to you this morning, when he said that the men of labor of Cleveland no longer fear the employers—well, I think I may say without exception, that the American Federation of Labor, through its consistent and persistent militant course, has aroused in the hearts and minds of American workers the spirit of intelligence and independence, and, no longer as in the past, today we stand erect. "The men of labor who were typified by that picture and that poem, "The Man With the Hoe"; the man with bent back and with a receding forehead and with all the wrongs of the ages written upon and chiseled into his very countenance. No! The American labor movement has helped to instill into the hearts and minds of the working people their right place in the civilization of our time and made them realize that they are sovereigns. In addition to their being wealth producers, that they are men equal to any other men in all America, looking the whole world in the face, willing to bear the burdens which may come. But insisting that the wrong too long endured, and the rights too long denied the workers shall be the living principles of our America; looking the whole world in the face, accepting nothing less than freedom, justice, democracy and humanity as the guiding principles of our everyday lives! (Great applause).

You have won a great victory against the would-be contract breakers in your industry, and, as has already been told you, these contracts will soon expire and the question of the new relations of the new agreement will require the attention of your union.

Delegates, I am trying to speak to you with a heart overflowing with emotion and with a mind working faster than I can give expression to in words. If ever in your life, if ever in the history of your industry there was a necessity for unity and harmony amongst yourselves and your organization, this time is now at hand. (Applause). To me it is a matter of indifference what questions are your points of difference, but let me say this, that no man in your industry is justified, or can justify his conscience if he injects in your movement and your organization the slightest thing that may divide your judgment and your action. (Applause). You cannot afford to permit yourselves to be placed in such a condition that will put you in opposite camps upon any question which may weaken the effectiveness of your organization. In all past periods of industrial depression, there has been a sort of scampering among the forces of organized workers, a running away from issues, a fear to meet an issue, and a weakening of the ranks. But I may say this to you from my observation, not only general, but particular, that never in the history of industry of our America, when an industrial depression or crisis existed, were the men and women of toil so thoroughly fearless, so determined in maintaining the spirit and the principles and the power and influence of the organized labor movement as now. Certainly, it is true that the right in several industries is on: the miners, 600,000 miners—some say suspended work, some call it a strike. I think I am justified in saying that it is a lock-out. The mine owners had an agreement with the Miners Union, before March 31st of this year, providing that they would meet in conference for the purpose of negotiating a new agreement. The mine owners refused to enter an agreement. The miners could not be expected to go into the mines and work without knowing what they were going to receive in wages, hours and conditions of employment. And so they said that they were going to wait until a little over a year ago, a reduction was posted, a reduction of 22 per cent and the textile workers accepted it. Then there were smaller reductions...
following. In the course of a month or two, and nearly three months ago there was again posted a further reduction of 20 per cent. The textile workers, under the jurisdiction of the United Textile Workers of America, resisted the last one and went out on strike. They are still on strike and are living upon as much as the cloak makers lived years ago when they were on strike—the shadow of a loaf of bread (laughter). When the mill owners found that the textile workers were so easy in accepting the 22 per cent reduction in wages, it encouraged these exploiters.—It was so easy. (Laughter). And they then, as I say, posted notices or proclamations. (It makes no difference what they are called.) They did not come as a result of a consultation with the representatives of the textile workers—it was a proclamation, a ukase, a bull, coming from the authoritative source of a pontiff: "Your wages on and after this day will be reduced 20 per cent."

Well, they were stung to the quick, and they are fighting not with full treasuries, but with hungry stomachs; but they are fighting, and by the gods, I believe, and hope that the conscience, not only of labor, but the conscience of the public, the people of America, will come to their rescue and secure the final triumph of the rights of the textile workers of America. (Great applause.)

In several other trades, similar or nearly similar conditions prevail, and even in the wonderful craft of the art of granite cutting. You don't know that this splendid organization is in a contest in nearly every center where granite cutting is an industry, both in the shops, in the quarries, near the quarries and on buildings. This organization is now fighting for its life and its men in the mountains in California, in Georgia, in the shops of the East and throughout the country. This fight has been going on for months and months, without a dollar received from any source, solely upon their grit, determined that they shall never surrender, even if death be the only other alternative.

Men and women of this convention, I want to impress upon your minds, the conflict in which we are engaged, but in spite of the concentrated power of the captains of industry in all trades and the wealth of the princes and manipulators of finance in Wall Street—in spite of them all, I repeat that the men of labor of America are standing erect, and if the fight is to be continued until the end, then we say, "Lay on MacDuff, and damned be he who first cries, hold, enough!" (Applause).

I say to you advisedly and through you to whom it may concern, that the employing interests and the financial concerns had better not try to drive the bargain and their momentary advantage too far. The tide of industry will change. Those of the workers unorganized now will know and feel the tremendous burden which has been imposed upon them, the great wrongs which they have been made to endure, and they will not hesitate when they have employment to join and ally themselves with us in the movement to rescue anything and everything which may have been taken from them.

For your organization let me say this: I have no particular interest in its internal affairs. I have a deep affection for your organization and for your men and women. It has grown upon me for the struggles which you have made and the sacrifices which you have borne to form a solid army of organized workers, capable of defending your rights and your interests, bringing light into the homes and into the lives of the members of your industry.

My affection for your organization is not platonic. It is deep, and my purpose is to impress upon you the need of greater unity, if that is possible, greater harmony in your judgment, not upon any question of philosophy, not in speculative theory, but as a militant fighting organization, so that you will be stronger than ever, to meet the new problem which immediately confronts you.

I want to say this further: I have heard with deep regret, the statement attributed to your honored president and my friend, Benjamin Schlesinger, and that is that he was considering or had partly made up his mind to retire from the office of President of your organization. Now Schlesinger and I have always been good friends. Never mind what differences there are existing between us. He knows that whenever I was asked or if it was suggested to me that I could be helpful in any way to the organization, locally or internationally, or in any conflict in which it was engaged, I never hesitated a moment and did the best I could to be helpful. Friend Schlesinger and I at times did not agree, and at Conventions of the Federation, sometimes he voted for me for president and sometimes he voted against me. (Laughter). It made no difference to me.
My position in the labor movement is this: As a worker at my trade for over 26 years, and a union man, I have never thrusted myself on the movement but, perhaps, someone saw in me a little ability, or, perhaps, deluded in the idea that I had some ability, they asked me to act as secretary of my local union, as president, as delegate to the convention of my international union, elected to office not only by the convention in the early days, but by the referendum vote of the membership, selected as President of the American Federation of Labor, so on year after year. I remember the year 1894, when the convention at Denver changed the administration and elected someone else as president. During that year I wrote, lectured, never having anything in mind other than the guiding principle of my life, the interests of the great mass of the working people of America. And at the next convention a number of men came to me individually, because I never attended a caucus in my life and wanted me to run for president again. I told them I had received all the honors, if there were any, in it and as far as responsibilities—I never felt freer in all my life than during the year I was not president. "But," said they to me, "here is a clean-cut issue. The man who is now president believes in compulsory arbitration. You are the most pronounced exponent of opposition to compulsion of labor and you must accept." I could not help it. I felt that I could not permit the head of the A. F. of L. or the A. F. of L. itself to commit itself to compulsion or compulsory labor. And so I was elected president of the Federation, simply to assume all the responsibilities and duties which devolved upon that great office.

President Schlesinger, there are times in the life of an organization when no man dare retire! (Deafening and prolonged applause). I don't know how long the A. F. of L. will tolerate me (laughter) and I tell you in all candor, so far as I am personally concerned, I don't care a snap of my fingers and when I am no longer president and if I still live I will have to go to work at something to earn a living. (Laughter). But this I feel, that the American labor movement took me from the factory after my 26 years of work at the bench and said, "Now you do so and so. You speak for us. Where we do not have the opportunity of speaking for ourselves, you speak for us. We have not the opportunity to write. Well, you write for us." For the first four years in the Federation there was no salary because they didn't have a cent. I gave all the time I could; occasionally I took a half day from my work to go home and do some of the correspondence with my pen and you know what that means. (Laughter). I shall never forget the wonderful luxury I experienced when I got the first stenographer for the Federation.

Well, after four years, they provided a salary of $1000 a year and the president was required to give his entire time to the Federation no eight hours for him. At any rate I worked as best I could, gave all the service that was physically and mentally possible and I am glad to admit that this gave me opportunities of acquiring information and knowledge and understanding and I doubt whether there has been a day in all my life but that I have learned something. You see I admit I don't know it all. After we begin to know things we begin to understand how little we know in comparison to what there is to know. Of course, those who know it all cannot learn anything because they know it all. (Laughter).

As time went on and my experience became greater and wider, and my information and understanding became more grounded, I felt that inasmuch as the men of labor of America had given me the opportunity to acquire this experience and knowledge and information, that it was not my private property but that it belonged to them. (Applause). And that is perhaps the primary reason why I am still president of the A. F. of L.

And I say to you, President Schlesinger, that all the information which you have acquired, that all the experience which you have gained, and the wonderful leadership which you have demonstrated in bringing this great organization to the triumphant point at which it is now, means that you must continue to lead to be true to the men and the women of your industry. (Great applause.) No man in the leadership of any great movement has been accorded a more genuine appreciation, reception, and ovation, than you have received from the delegates to this convention this morning. (Applause). You have their confidence. They know that in your hands their interests will never be frittered away nor will they be bargained away, that you will do the best that is in you for them, no matter what inconvenience may occur to you; it is the sacrifice which a warrior makes for the great cause in which he believes. Even death...
has no stings for a man whose conscience is free. I am confident that yours is. I am certain that whatever difference of opinion may exist, that the real great movement of ours, the great American labor movement under the leadership of the A. F. of L. that the day for which the philosophers have dreamed and poets have sung and the mass of workers had to struggle and bear the scars of battle, that this new day, the better day, the brighter day, when the whole world shall be brothers in this human family, shall be brought nearer to us. (Prolonged applause everybody rising).

Secretary Baroff: I move that this gathering send telegrams of greeting and congratulations to the Socialist Party Convention in Cleveland and to the Women's Circle Convention in Toronto. (Seconded and unanimously carried).

Delegate Langer: I move that telegrams of encouragement and a promise of support be sent to the striking miners and striking textile workers.

President Gompers: May I request that it also include the granite cutters?

The motion amended to include the granite cutters, was unanimously carried.

Vice-President Ninfo: I move that this convention express its appreciation to the speakers who came to this convention today. The motion was unanimously carried.

Vice-President Baroff announced that the delegates were invited by the Jewish Daily Forward to attend their 25th Anniversary and jubilee at Masonic Temple that evening. Tickets were distributed to the delegates.

The meeting thereupon adjourned at 12:30 P. M. to reconvene Tuesday, May 2nd, at 9:30 A. M.

Second Day—Tuesday Morning Session

May 2, 1922, 9:30 a. m.

The second session was called to order by President Benjamin Schlesinger, at 9:30 a. m.

Secretary Baroff read the following telegrams, which were greeted with hearty applause:

New York City, April 30, 1922.
Mr. Abraham Baroff.
Secretary, 16th Biennial Convention. International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Sorry that I am not with you as a delegate of this historic convention, but fate and a couple of hundred votes decreed it otherwise. May your deliberations and final decisions be directed and all personal difference cease with the termination of it, so that the return of the delegates and the newly selected executive board bring home peace and harmony in our ranks. Joint Board, Closet, Skirt and Refear Makers’ Union.
Philip Kaplowitz, Secy.-Treas.

Baltimore, Md., April 30, 1922.
International Ladies Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Congratulations to our fellow workers assembled at the Sixteenth Biennial Convention. May your spirit guide you to achieve greater accomplishments for the coming two years for all our workers. Cloth Makers Union, Local 4.

Baltimore, Md.

New York City, April 29, 1922.
Convention, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Accept cordial greetings from the Amalgamated Clothing Workers of America. Your conventions are always followed with great interest by our organization. There is a strong bond of solidarity between the membership of our organization and that of yours. In this day of ruthless open shopism, with all that it implies, progress made by a labor organization is a source of encouragement greater than under normal conditions. The achievements of your organization have added strength to the labor movement generally. We send you hearty wishes for a successful convention. May this biennial gathering be a new mile-post on the road to the emancipation of labor.
Joseph Schlossberg, Gen. Secy.-Treas.
SIXTEENTH CONVENTION OF THE I. L. G. W. U.

Boston, Mass., May 1, 1922.

International Ladies' Garment Workers' Convention, Engineers Auditorium, Cleveland, O.: Greetings to delegates assembled. We wish, with your support, for a united political labor movement in America.

Boston Jewish Branch, Socialist Party.

Philadelphia, Pa., May 1, 1922.

Benj. Schlesinger, International Ladies' Garment Workers' Convention, Engineers Auditorium, Cleveland, O.: Congratulations on the splendid showing of the I. L. G. W. U. upon the Sixteenth Biennial Convention. The twenty-six weeks' strike taught us the value of being organized and we are waiting for your call to make our organization what we want it to be. We want to thank President Schlesinger, Secretary Brookoff, and all the members of the board for the cooperation they gave us.

Executive Board of Local 15.

New York City, May 1, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Heartiest congratulations and best wishes for the success of the Sixteenth Biennial Convention. We are proud to be a part of this great international. The twenty-six weeks' strike taught us the value of being organized and we are waiting for your call to make our organization what we want it to be. We want to thank President Schlesinger, Secretary Brookoff, and all the members of the board for the cooperation they gave us.

Executive Board of Local 48.

New York City, April 30, 1922.

Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, Engineers Auditorium. Cleveland, O.: Greetings and hearty congratulations to the Sixteenth Biennial Convention. May this gathering in behalf of its entire membership harmonize all the different ideas and tendencies into one solid front and be a scintilla of complete triumph for the laboring class. We promise to do our part and hope that under the leadership of our Commander-in-Chief, Benjamin Schlesinger, the banner of our International will overcome all obstacles and lead our union, for the next two years, from victory to victory. Long live our International!

Executive Board of Local 15.

New York City, April 30, 1922.

Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: We greet all the delegates to the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union. May the spirit of harmony reign over your proceedings and unite you into a solid front against the employers. Joint Board, Cloak Makers' Union.

New York, N. Y.

New York City, April 30, 1922.

Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: To the valiant International Ladies' Garment Workers' Union in convention assembled, greetings and a message of cheer. The eyes of America's proletariat are on you. Forward with solid front.

Local 35. New York, N. Y.

Philadelphia, Pa., May 1, 1922.

Sixteenth Biennial Convention, Engineers Auditorium, Cleveland, O.: Greetings! Accept our heartiest congratulations and best wishes for success to the Sixteenth Biennial Convention of the I. L. G. W. U. May your deliberations result in the emancipation of the working class.

Joint Board, Cloak and Skirt Makers' Union, Locals 2, 55 and 69.

New York City, April 30, 1922.

Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: In the name of the members of the Cloak, Skirt and Dress Frame Union, Local 35, we wish to congratulate the International Ladies' Garment Workers' Union, at its sixteenth biennial convention, for its splendid achievements in the past. May the spirit of solidarity, which has been fostered through many battles for the

Chairman of the Pressers of T. Kipling's Shops.
preservation of our rights, be kept alive in the face of the onslaughts of the employers. All shoulders to the wheel!

Executive Board, Cloth, Skirt and Dress Pressers’ Union, Local 35.

New York City, April 30, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Dear Comrades: “The Jewish Socialist Verband” sends you its heartiest greetings. May your work in the future be as enthusiastic with Socialist ideals as it has been in the past. May unity and harmony prevail in all your decisions. May the International in the future be an example to the entire working-class movement in America.


Montreal, Canada, May 1, 1922.

International Ladies’ Garment Workers’ Union. Engineers Auditorium, Cleveland, O.: Our heartiest congratulations on splendid fight put up by International on all fronts since the last convention. May your deliberations inspire the members to further continuance of their fight against the destructible reaction faced by the labor movement since the last two years. And may your determination and solidarity be a shining example to other labor organizations.

Montreal Joint Checkmisters’ Union. J. Schubert, Secy.

Boston, Mass., May 1, 1922.


Morris Cohen, Member. Local 12, Boston.

Philadelphia, Pa., May 1, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Greetings, heartiest congratulations to your Sixteenth Biennial Convention, and sincerest wishes for your continued success.

Cutters’ Union, Local 55. Albert Wishnow, Secy.

Boston, Mass., May 1, 1922.

Benj. Schlesinger. Engineers Auditorium, Cleveland, O.: Heartiest congratulations to the delegates of the Sixteenth Biennial Convention of the I. L. G. W. U. The International has always been the pride of everyone of our members. We hope that your work, to make the life of the great membership of our international more human, be crowned with success.

Cloth, Skirt and Dress Pressers’ Union, Local 12.

New York City, May 1, 1922.

Convention of International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Our local extends hearty greetings to your Sixteenth Convention. We wish to extend fraternal greetings to the officers and delegates there assembled. Wishing you a harmonious and successful convention.

Members’ Union, Local 752. A. Greenwald, Manager.

Toronto, Ont., May 1, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: May your conventions always be glorious achievements.

Helmsing, Member. Local 17.

New York City, May 1, 1922.

International Ladies’ Garment Workers’ Union Convention, Engineers Auditorium, Cleveland, O.: Heartiest Greetings from the United Cloth Hat and Cap Makers. We congratulate you on your glorious achievement and express the hope that your convention will pave the way for continued success in your struggle for the advancement of the interests of your membership and the general labor movement. May your convention further cement the ties uniting all organizations of the needle trades.

M. Zuckerman, Secy.

Boston, Mass., May 1, 1922.

Benj. Schlesinger. Engineers Auditorium, Cleveland, O.: Our heartiest congratulations to the Sixteenth Biennial Convention on the International’s good work since the last convention. We hope that the good work will be performed as in the past.


Montreal, Canada, May 1, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Our most sincere congratulations to the delegates of the Sixteenth Biennial Convention of the I. L. G. W. U. We are proud of the record of the International established in the past. We hope that the splendid work will be carried on for the benefit of all members.

Skirt and Dress Makers’ Union, Local 24.

Boston, Mass., May 1, 1922.

Benj. Schlesinger. Engineers Auditorium, Cleveland, O.: The Executive Board of the Philadelphia Pressers’ Local 71 send their best wishes and congratulations to this assembly. We hope and trust that this convention will continue the great work leading to the path of real brotherhood and joy.

Executive Board. Pressers’ Local 71.

Philadelphia, Pa., May 1, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Heartiest congratulations and best wishes to the Sixteenth Biennial Convention of our great and beloved I. L. G. W. U. May unity of purpose and solidarity of action be the guiding motto in your deliberations.

Embroidery Workers Union, Local 6.
New York City, May 1, 1922.

The National Convention International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: May your deliberations lead to the complete emancipation of the working classes in America and Europe.

The Employees of Klein & Marcus Cloth Shop, New York.

New York City, May 1, 1922.

The 16th Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.: Greetings! May your International continue to be the pride of the American labor movement.

I. Rechelsohn.

New York, April 29, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Greetings! May your International continue to be the pride of the American labor movement.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Greetings! May your work in this convention strengthen your organization, and with the greater solidarity of your new membership hasten the day of the brotherhood of man. Socialist Party, Local New York.

Boston, Mass., April 1, 1922.

Benj. Schlesinger, Engineer Auditorium, Cleveland, O.: Greetings to the 16th Biennial Convention. May unity and harmony prevail in our ranks and through united action march to victory.

Amalgamated Ladies’ Garment Cutters’ Union, Local 73.

New York City, May 1, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Following forwarded from Moscow: “All Russian Jewish Public Committee Organisation for Relief of Jewish Workers sends fraternal greetings to Congress. Jewish workers of Russia, thank you for initial proletarian help of the toiling masses of America and hope brotherly help will come for further economic reconstruction of Pogrom victims. Member President Raskos Instructed to greet Congress in name of All Russian Jewish Public Committee.”

Los Angeles, Cal., April 30, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Local 22 sends its greetings to the Sixteenth Biennial Convention of our International Union and requests the delegates to take into consideration the situation on the Pacific Coast.

Local 22.
New York City, May 1, 1922.

Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Best wishes and congratulations to all delegates assembled at the Sixteenth Biennial Convention. May you continue your splendid defense against the onslaught of the employers and your remarkable constructive and educational work.

Boston Joint Board, Cloth and Shirts Makers' Union.

New York City, April 29, 1922.

International Ladies' Garment Workers' Union, Cleveland, O.: Accept our best wishes for future success upon the occasion of your Biennial Convention with greetings and blessing from the 200 unfortunate little orphan children under our care who have always been benefited by your generosity.

Day Nursery, Daughters of Israel, New York City.

Benj. Schlesinger, Engineers Auditorium, Cleveland, O.: Our heartfelt congratulations to the delegates of the Sixteenth Biennial Convention of the I. L. G. W. U. May the splendid work carried on in the past two years lead to further achievements and greater success.

Finishers Branch, Local 56.

New York City, May 1, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Heartfelt congratulations and best wishes for a successful convention.

Max Kallowsky.

Boston, Mass., May 1, 1922.

A. Baroff, Secy-Treas., I. L. G. W. U. Convention, Engineers Auditorium, Cleveland, O.: Accept our Greetings to the Sixteenth Biennial Convention of the I. L. G. W. U. May your deliberations be crowned with success. United, should be our motto; organization of all unorganized, our purpose, and emancipation of the working class, our goal. Long live our International Ladies' Garment Workers' Union!

Local 56, Boston.

Boston Joint Board, Cloth and Skirt Makers' Union.

New York City, April 29, 1922.

International Ladies' Garment Workers' Union, Cleveland, O.: Accept our best wishes for future success upon the occasion of your Biennial Convention with greetings and blessing from the 200 unfortunate little orphan children under our care who have always been benefited by your generosity.

Day Nursery, Daughters of Israel, New York City.

Benj. Schlesinger, Engineers Auditorium, Cleveland, O.: Our heartfelt congratulations to the delegates of the Sixteenth Biennial Convention of the I. L. G. W. U. May your deliberations be guided by the spirit of progress and light, and may your efforts be of benefit to the working class.

Boston Joint Board, Cloth and Skirt Makers' Union.

New York City, April 29, 1922.

International Ladies' Garment Workers' Union, Cleveland, O.: Accept our best wishes for future success upon the occasion of your Biennial Convention with greetings and blessing from the 200 unfortunate little orphan children under our care who have always been benefited by your generosity.

Day Nursery, Daughters of Israel, New York City.

Benj. Schlesinger, Engineers Auditorium, Cleveland, O.: Our heartfelt congratulations to the delegates of the Sixteenth Biennial Convention of the I. L. G. W. U. May your deliberations be guided by the spirit of progress and light, and may your efforts be of benefit to the working class.

Boston Joint Board, Cloth and Skirt Makers' Union.

New York City, April 29, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Best wishes and congratulations to all delegates assembled at the Sixteenth Biennial Convention. Glorious success in all your deliberations. May the spirit of true brotherhood and class-conscious solidarity prevail.

Executive Board, Waist and Dress Pressers' Local 60.

New York City, May 1, 1922.

Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Best wishes and congratulations to all delegates assembled at the Sixteenth Biennial Convention. Glorious success in all your deliberations. May the spirit of true brotherhood and class-conscious solidarity prevail.

Executive Board, Waist and Dress Pressers' Local 60.

New York City, May 1, 1922.

Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Best wishes and congratulations to all delegates assembled at the Sixteenth Biennial Convention. Glorious success in all your deliberations. May the spirit of true brotherhood and class-conscious solidarity prevail.

Executive Board, Waist and Dress Pressers' Local 60.
SIXTEENTH CONVENTION OF THE I. L. G. W. U.

represents the Jewish Federation of the "Workers' Party," "The Freihheit." In the first month of its existence "The Freihheit" succeeded in getting an enormous amount of friends and followers in the labor movement. Our aim, however, is that the whole Jewish labor movement should realize that "The Freihheit" and the Jewish Federation of the Workers' Party, and become the dominators of the great riches of the world which we have created through our sweat and blood. Comrades, "The Freihheit" and the Jewish Federation of the Workers' Party send you their heartiest greetings.

Executive Committee of the Jewish Federation of the Workers' Party.

New York City, May 2, 1922.
Benj. Schlesinger, President. I. L. G. W. U.
Engineers Auditorium, Cleveland, O.: Heartiest Greetings to your Sixteenth Biennial Convention. Let the spirit of unity, harmony, and solidarity guide you in all your deliberations. I sincerely hope that you will again accept the office as president of our International and lead us to victory as heretofore.

Alfonso Lignori, Member, Local 48.

Cleveland, O., April 30, 1922.
International Ladies' Garment Workers' Convention, Engineers Auditorium, Cleveland, O.: Welcome to our city. May your deliberations be crowned with success.

New York City, May 1, 1922.
Benj. Schlesinger, Engineer Auditorium, Cleveland, O.: I wish to extend my heartiest congratulations and best wishes for success to the 16th Biennial Convention.

Alfonso Lignori, Member, Local 48.

New York City, May 30, 1922.
Sixteenth Biennial Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: I greet the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union and the delegation of Local 35. Success to your proceedings!

New York City, May 2, 1922.
Benj. Schlesinger, President, I. L. G. W. U.
Engineers Auditorium, Cleveland, O.: I wish you colossal success in your deliberations of the workers of our industry.

M. M. Tucker, Business Agent, Cloak and Skirtmakers' Union.

New York City, May 2, 1922.
A. Bunoff, Secretary, Engineers Auditorium, Cleveland, O.: Greetings to the delegates of this convention and success to the International Ladies' Garment Workers' Union.

F. Nathan Wolf, General Auditor.

Chicago, Ill., May 1, 1922.
Benj. Schlesinger, Engineer Auditorium, Cleveland, O.: Greetings to the Sixteenth Biennial Convention of our International. May unity and harmony prevail in our ranks and may all your deliberations be successful.

Workers of the New York Cloak Co.

New York City, May 2, 1922.
International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Heartiest congratulations and best wishes for the future of our splendid organization. Real inability to be with you, but my heart and spirit are yours.

Herman Grossman.

New York City, May 2, 1922.
International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Heartiest congratulations upon the dawn of a new era in our invincible organization, the International Ladies' Garment Workers' Union. May your deliberations perfect a gigantic united front against our enemies, enemy, the employer, and may your efforts to cement our ranks through a more progressive organization be realized. With brotherly and fraternal greetings,

Cluck and Skirt Operators' Union.

Local No. 1, I. L. G. W. U.

I. Stamer, Acting Manager.

April 27, 1922.
International Ladies' Garment Workers' Union, in Convention, at Cleveland, O.: The Executive Board of the Co-operative League sends greetings and best wishes for the success of your Convention. As organized workers you are helping to build up a better world for the men and women of the future. You are working to the end that those who till shall have more of the good things of life. It is but natural that the workers should throw their first energies into a fight for higher wages and better conditions of labor. They are prayed upon by bankers, traders manufacturers, the railroads, the mine owners and all the other agencies of profit-making business, until the workers must unite for their own protection or go down into a state not better than slavery or peonage.

But the workers spend ill they earn; therefore they are consumers as well as producers.
If they are to save themselves from the clutches of profit-making business, they must protect themselves from the employers as well as from the manufacturers. If they win higher wages from the employers and then turn it all back to the employing class every time they make a purchase, how much better are they to the workers? The workers must combine their purchasing power as well as their labor power. Every organized town should have its co-op store, its co-operative bank, and its house for recreation and education.

This program is developing rapidly throughout the country. Already tens of thousands of the workers are united in consumers' societies and they exercise control over the supply of food and other necessities of life. Co-operation has the power to free people from the bondage into which they have fallen. The industrial workers must combine and build up a movement that shall guarantee all the people peace and prosperity. We hope that great results may come out of the deliberations of your convention. May your members through their unions and through their co-operative societies, go forward to victory.

Fraternally yours,

The Executive Board of the Co-Operative League

J. P. Varchase, President,

H. Rappaport, Secretary.

Boston, Mass., May 1, 1922.

Dr. Schlesinger,

Hotel Statler, Cleveland, O.:

Greetings to Sixteenth Biennial Convention.

May your hopes and aspirations find expression in your decisions.

Max Ondsky, Iey. Treas., Local 24.

A delegation from the Socialist Party convention, consisting of John H. Collins, Esther Friedman and William H. Henry, were presented to the convention amidst hearty applause. Each in turn expressed the well-wishes of the Socialist Party to the delegates. Brother Henry, in addition to bringing the greetings of the Socialist Party, brought the greetings of Eugene V. Debs, whose name electrified the convention and brought the delegates to their feet amidst thunderous applause.

Chas. W. Ervin, Editor of the New York Call, was next introduced.

Charles W. Ervin: It is, of course, a pleasure to speak to a parliament of representatives of the working class. I know how this union has been built up. No aroused public opinion has given you what you have. The employers have succeeded through your mass action, your leadership, and through the efforts of some men even on the capitalist press (and I honor them for it)—who have been able to put your case squarely and have created some public opinion—but in the last analysis what you have gained has come from you and from no one else.

(Applause). I have the right to talk to you because I have done the hard grinding work of shop organization. I have gone to the sweat shops in 1906, 1907, 1908 in Philadelphia, when the shirtwaist girls were sweated and sweated and sweated. I have seen the time when you had little children in the shops. I have seen what you have accomplished and I warn you, don't you let anybody from anywhere else interfere in the affairs of your International! (Great applause). No politics, be it right or left or center! You are a parliament in which the weal and woe of hundreds of thousands of workers are placed. Your job is in America, it is here in the shops and is nowhere else. There are intellectuals, so-called professors, editors, who seek to command and take advantage of your solidarity to further what they think is right. I don't care whether they are right or wrong. Your business is your business and nobody else's business! (Great applause).

You notice I am not talking revolutionary phrases. I am fed up on those. I have listened to so many gas tanks, long-distance revolutionists, swivel-chair revolutionists in the last three years—that I hope I will never have to listen to another. I know that your job is right here. You younger people are the inheritors of the sacrifices of the men and women who have suffered and suffered.

How many of you remember the reefers' strike of 1907? There are younger people here who did not suffer in the great cloak strike of 1910. Some of you here did suffer and I tell you, don't throw those sacrifices away. On the 31st of this month your agreement expires. This winter you licked your employers. You took their own weapon and had a glorious victory, and yet there are many men who sneer at that now. I tell you, you, your intelligence, your leadership has been a flaming torch to the working class of this country this year. (Applause). While others have been going backwards, you have gone on and your job is to keep going on, and prepare for the struggle.

I make a prophecy that you are going into a tremendous struggle as the summer comes on. If your ranks are divided one iota, every man and every woman who helps to divide them is a traitor to your organization. (Great applause). I feel keenly on the subject. My life is
obbing away. I am nearly three score years old now. I have been privileged in a little way to help build up this organization. I don't intend to see it destroyed without a protest. (Applause). If there is anyone here that doesn't like this talk, I don't care. I have reached the point where I can afford to tell the truth as I see it.

And so in closing I want to say this: Just as long as you are united, no one can beat you. The needle trades, the Jewish girls and boys who were despised 20 years ago, are today in the forefront of the labor movement of the world. The union is only a means to an end, and that end is not merely better wages, better conditions, but the whole value of your labor. Long live the International Ladies' Garment Workers' Union! Long live victory for the working class of the world!

I leave this final thought with you. Abraham Lincoln once said: "Beware of divisions among you." The most sacred tie in the world is that tie which binds together all workers of all tongues and all creeds. Remember this, and if you do, you will go home from this convention to the battle-line on the first of June and victory for the International will perch again upon its banner. (Great applause).

A delegation from the Amalgamated Clothing Workers of Cleveland consisting of Leo Krzycky, formerly Socialist Party Under-Sheriff of Milwaukee, and D. Solomon, were presented to the convention amidst great applause.

Brother Krzycky related to the delight of the delegates several of his experiences as Under-Sheriff in Milwaukee. He cited in particular a strike which occurred in Milwaukee in 1920, involving 16,000 workers. When the employers called upon him to protect their property, he appointed to the dismay of the capitalist, as deputies under him, 80 railroad men who were on strike. He urged that future conventions of the labor movement take up the question of having the workers secure the executive power of the land, so that in times of strike, the workers would be protected, instead of bullied by thugs who are appointed as deputy sheriffs by the capitalists.

Brother Krzycky concluded his remarks by expressing his sincere hope that the time is not far off when all the needle trades will amalgamate. Brother D. Solomon extended the greetings of the Amalgamated Clothing Workers of Cleveland to the delegates.

Charney B. Vladeck, the manager of the Jewish Daily Forward, was next introduced, amidst great applause.

C. B. Vladeck: Friends and brothers, I wish to ask you to believe me when I say that I did not expect to be called to the platform and that I did not wish to speak. I wanted to ask Brother Schlesinger not to call upon me but I knew that if I did, that he would know that I wanted to speak. (Laughter). And I will tell you why I did not wish to be called upon to speak. These are people, especially in the various shades of the Socialist movement, who have never been inside of a shop or a union office, but who nevertheless feel that if you should wake them up at 3:00 a.m. and ask them how the International should act in the next strike, they would not wait a second and tell you exactly what to do. (Laughter and applause). They know all about it. Of course, they will admit that, perhaps, Schlesinger knows something, that, perhaps, Feinberg knows something, that, perhaps, Baroff knows something, but after all they need the advice of people who really know.

Now I have never felt myself competent enough to give the union any advice. I have a mixed feeling of awe and admiration when I come before a great strong union. When I think of the 135,000 members of the International, I feel—here is a big, huge slice of life.

It is my innermost conviction that for the cause of the working class and for the cause of the revolution, it is more important to have 130,000 working men organized in a union than 130,00 dentists and real estate men organized in a communist party. (Laughter and great applause). Life will never be changed by books, by resolutions, by theories. Life is a tremendous thing and rolls on and succeeds by experience.

Friends, I have a little boy who was two years old the day before yesterday, a fine fellow, as you would expect me to say. (Laughter). He is my third child and I love him as a father can and should. I have always been thinking when that fellow was learning to walk, why he mightn't profit by the experi-
once of his brother and sister who preceded him. Why should he have to fall a thousand times before he can stand up? And I would take him on my knee and say, "Now, listen, Sammy, you see your brother and sister. They learned the trick. There is nothing to it. Just get up and walk." He listened to me but never obeyed. By God, he fell just as many times as those two who preceded him. (Laughter). And when I see people telling the labor movement how to walk without falling, I know they had never raised any children. They have never had any love for children. They have never enjoyed the process of falling and getting up, learning from life itself, as you have learned from the very vitals of the shop, of the factory, of the home, of the tenement house.

I have not come here to teach you. I am simply like one who shares all your worries. I come to you and I say, Sisters and Brothers, tell me something of your problems, and if you will be generous enough to give me a hint that I can be helpful, nothing will give me more joy than to help the movement without teaching it, helping it like a brother. When I come into a house and I know the housewife has to cook and wash dishes and scrub her floor. I don't want to say, "You are fools; you don't do things right." I want to come to your house and say, "Give me a pail and a broom and I will help you do the work which you need most." (Applause).

When I read in the papers that the men of the Brooklyn Rapid Transit Co. voted to accept a cut of 20 per cent, I felt sad and disheartened, and when I watched your struggle, your enthusiasm, I was proud. I was never proud of being an immigrant until I learned you. There was a time when my ideal was to become such a "good" American that nobody would know that I come from a small town in Minsk. (Laughter). But after I came closer to you and after I read in the newspapers that in a strike involving 650,000 miners, there are, nevertheless, 4,000,000 tons of coal dug out of the ground by scabs, and when I remember that when there is a strike in the cloak shops of New York there are not as many as 400 garments made, I am glad that I come from a small town in Minsk, as most of you do.

With unity, with intelligence, with decision, doing what life demands, we can go onward and onward together, one great fighting family, learning by experience, learning how to become bigger by what life itself will teach us. I thank you. (Great applause).

Morris Hillquit was next introduced. He received an ovation, the delegates rising.

Hillquit: Comrade Schlesinger, brothers, sisters, comrades, friends and fellow workers in the International Ladies' Garment Workers' Union. It is also with some degree of hesitancy that I address you this morning. Comrade Vladeck has said that he always feels hesitant when asked to advise organized labor. I feel, perhaps, the same difficulty about it, except that in my case it is my business to advise organized labor (laughter), and whether I can do it well or otherwise, I just have to do it.

Of all the advising I have to do in the course of my professional work, I must frankly admit that nothing is so difficult and yet so pleasant to me as occasionally advising your organization. The International is my favorite client. I have had all sorts of clients, rich and poor, civil and criminal, good and bad and indifferent, but all the rest are a class apart—general practices. On the other hand, the work for your organization, cloak and suit practice, petitcut jurisprudence, if you please (laughter)—that is something entirely different, not because it is very easy; no, it is not. I have a very hard taskmaster. Our good friend Schlesinger never hesitates, when the interests of the organization require it, to call me up day or night and ask that everything else be laid aside and the business of your organization attended and accomplished, if possible, yesterday. (Laughter). But there is this great compensation, that it is the only kind of work that is creative work. I feel that I am adding, oh, just an imperceptible trifle, just a grain of sand to the great structure of humanity that is being steadily built up, day by day, hour by hour. And it has occurred to me that after all, in miniature, this International is practically an entire world in itself. It has its history, it has its tasks, it has its struggles which you may translate into special terms of your own trade and organization, but which are of world-wide application, for after all the same laws apply everywhere.

Progress is awfully slow, yet very fast. The tasks accomplished so far by mankind are very insignificant and yet tremendous and the achievements ahead of us very much more so. Do we ever pause to think that the world, as man knows it, is after all very new? It has taken hundreds and
it is only a comparatively short time that ancestors, and it is only a century or two thousandth of years to create the physical wonder of communication and transportation, the civilized life, our great cities, our means that we attained to what we call civilization. All these things that make for wonders of electricity and steam power that help us to produce wealth, our whole mode of life has been created perhaps within a century, a span of time, a minute, as cosmic history goes. On the other hand it is also true that because the process has been fast and the period of civilization small comparatively speaking, it has remained very largely on the surface. At the bottom, we are still, to a very large extent, savages. The time that separates us from our hairy ancestors is very short. We have not had time to develop a really higher non-animal type. We still scrap for a crumb of bread everywhere in every shape and form, just like two dogs fighting for a bone. We are killing each other for this crumb of bread. This frightful battle of blood in Europe, this frightful carnage, the black memory of which we are just about surviving at present, what was it but a gigantic struggle between millions of so-called human beings, for bread, for food, for the material things of life? And when we consider how much more time will have to pass before the human race will be truly a superior race, living in contentment, in co-operation, for the pleasure and enjoyment of life, we perhaps will cease to be impatient in our own immediate struggles. And the struggles that we have gone through are after all along the same line. They have at times seemed to be overwhelming, overpowering and exhausting, and progress has seemed to be, oh, so slow as to make many of us impatient with our methods, with our procedure. And yet, when I look back some twenty years, no more than that, perhaps 25 and when I think of the workers in your industry as I knew them then and compare their conditions in those days with the conditions which you have brought about, I cannot but feel that you have accomplished wonders. It is well at times to pause and compare. What were the workers in the women's wear industry 25 years ago? Immigrants, foreigners, unfamiliar with the language, with the habits and institutions of the country, congregated in various ghettos in the larger industrial centers of the East, helpless to defend themselves against the exploiters of their own race, an easy prey to oppression, working hours without end for starvation wages, and furnishing the most bountiful crops for sanatoriums, hospitals, and cemeteries. Then, just as the sweatshop evil became more notorious and smelt to the heavens, a comparatively few of you who had vision got together and organized your union. It was a name, no more than that. You undertook struggles. They were ineffective in the beginning and again and again the workers were thrown back into misery and destitution. And again and again the men and women at the head of the movement, rose after every defeat to new struggles, undeasing of their ideal, confident in their ultimate success, and you built and you built, laying stone upon stone, until today, after a comparatively short lapse of space, you have revolutionized conditions of labor in your industry. You can today look your fellow-workers in the face and say, that far from being depressors of wages, far from being scabs, you stand in the forefront of the gigantic, titanic struggle of labor for freedom and emancipation in this country. (Applause).

And again, as with the world problems at large, your problem is a simple one. All progress depends on struggle. All success is created by organization. Struggle and organization, these are the laws of life. If the human race today has conquered hostile, dumb nature and has become the ruler of nature, it is because from the first days, from the first halting steps of our savage ancestors, we have been fighting obstacles, fighting unconsciously, fighting all the time from birth until death, with every weapon, physical and intellectual, on every field, industrial, spiritual and every other field of human endeavor.

It has succeeded to such a marvelous extent because the human race from the scattered hordes of semi-animal individuals has gradually congregated, solidified, and organized itself into concrete social entities. And the same thing applies to your organization. It is struggle that has made you what you are. Struggle every hour of the day, struggle for improvement. It seemed so small, it seemed so insignificant, a fight over 10c on a garment, a fight over a few minutes more of leisure, what does it mean to the life of a worker? But the cumulative effect of these petty fights carried on day after day, consciously, and unconsciously, individually and principally in mass, has shown in the radical change and improvement in the conditions of your workers.

And you have, by far, not achieved your goal yet. You have only placed
yourself in a position to begin the real fight, for after all what you are struggling for is to redeem the human life, the human existence in all of its fullness and without limitation; not merely improving your wage conditions or shop conditions, not only getting a little more leisure, but reaching a point where you, as workers, will at the same time be free human beings in every sense of the term: free to enjoy all the beauties that life has in store for human beings, not only the physical beauties of the world but all that the human mind has created in the shape of arts, in the shape of science, in the shape of defined pleasures, not as slaves, not dependent upon any other fellowmen, but free independent men and women. And that, my friends, means not merely a few more strikes within your industry, not merely a few more strikes within your industry, not merely the organized oneness, the component parts is fused into one great spirit, it is only when the minds scattered all over the world are gathered together into one great mind that the giant becomes powerful and effective. And that, my friends, is something that we want to remember. For the great struggles ahead of us we will need all the force, all the power, all the intellect, all the idealism and enthusiasm that all of us collectively and individually possess. I do not expect, nor even desire, a labor movement, in which there will be no differences of opinion. I do not expect to exclude divergence of social philosophies, social theories, politics, tastes in poetry or in music or in anything else. Divergence must be there. But when it comes to the one point which unites us all, regardless of our theories, regardless of our philosophies, regardless of race, regardless of creed, regardless of language, the one great sacred point, the struggle for the emancipation of the working class, on that point all differences should be submerged by the greater, more powerful, more commanding motive of making a success of your struggles. Comrades, Comrades, in these hectic, nervous times, in this present world psychology, spirits explode more readily. Quarrels find a readier response. The irritation is apt to be stronger than the sense of interest. the sense of reality, the common ideal which should tie us all together. Let us remember that just as much as we allow disharmony to creep into our ranks, just as much do we remove the day of ultimate success and deliverance of the working people.

I have no doubt your convention will realize that. and that whatever differences there may be among you will be varied in the common cause that unites you all. I have no doubt you will leave more solid, more powerful, more determined and better prepared to fight the battles ahead of you than you have been in the past and I want to assure you that come what may, whatever struggles you may face, whatever little ability I possess, will be cheerfully placed at your feet and devoted to your cause under the leadership. I hope, of my friend and true comrade and the man who, above all, has led you to success in your past struggles. Comrade Benjamin Schleeinger. (Thunderous applause).
Delegate B. Shane: I move that a telegram of sympathy and encouragement be sent to Logan county in West Virginia, to the West Virginia miners on trial. (Unanimously carried).

The session adjourned at 12:20 P. M. to reconvene in the afternoon at 2 P. M.

SECOND DAY—TUESDAY AFTERNOON SESSION.

May 2, 1922, 2 P. M.

The third session was called to order by President Benjamin Schlesinger at 2 p. m.

Secretary Baroff read the following telegrams which were greeted with hearty applause.

Brooklyn, N. Y., May 2, 1922.
Benj. Schlesinger, President, I. L. G. W. U., Engineers Auditorium, Cleveland, O.: We, the workers of Steinberg and Linden, 132 West 27th Street, send our best and heartiest congratulations to the 16th Convention of the I. L. G. W. U., and we wish that you return home as one solid body united against our enemies. We hope that the Convention will re-elect our beloved President, Benjamin Schlesinger.

Brooklyn, N. Y., May 2, 1922.
Benj. Schlesinger, President, International Ladies’ Garment Workers’ Union, Engineers’ Auditorium, Cleveland, O.: Greetings to the International. May it grow in strength and continue its glorious efforts on behalf of the workers.

Alexander Pickel, Educational Director.

New York, May 2, 1922.
International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Heartiest congratulations to the Sixteenth Biennial Convention. May all decisions be crowned with glorious success, and unity and harmony govern this convention. We must have unity and solidarity at this critical time through which the labor movement is passing.

Hyman Horwitz.

New York City, May 2, 1922.
Benj. Schlesinger, President, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: May I extend to yourself and colleagues the hearty wish that the convention of the Ladies’ Garment Workers’ Union accomplish as great benefits to the members and the organized labor movement as it has in the past years. God speed you to success.

William F. Keane, Secretary, Central Trades and Labor Council of Greater N. Y.

The following telegrams were forwarded by the convention to the Workmen’s Circle Convention in Toronto, and to the United Mine Workers at Indianapolis:

Workmen’s Circle Convention, King Edward Hotel, Toronto, Canada.

The International Ladies’ Garment Workers’ Union in Convention assembled at Cleveland, O., convey to you, delegates to the Workmen’s Circle Convention, our warmest greetings and fervent hope for continued and unhampered progress in the great task which you have undertaken a generation ago to organize the Jewish workers in the field of mutual aid and fraternal cooperative assistance.

Benjamin Schlesinger, President, International Ladies’ Garment Workers’ Union.

Convention Socialist Party, Finnish Labor Hall, West 25th Street, Cleveland, O.: On behalf of the delegates of our International Convention assembled in Cleveland, Ohio, I beg to convey to you, the representatives of the political party of the working class in this country, their wishes for successful deliberations resulting in a powerful political labor front in America.

Benjamin Schlesinger, President, International Ladies’ Garment Workers’ Union.

May 2, 1922.

United Textile Workers of America, Bible House, 31st Place, New York, N. Y.

The International Ladies’ Garment Workers’ Union in Convention assembled in Cleveland, O., send their fraternal greeting to the tens of thousands of valiant strikers in the textile industry of New England resisting to a mighty effort the attack of the mill owners on their wage standards and work hours. Our delegates extend their warm support and stand ready to help the textile strikers by every means at their disposal.

Benjamin Schlesinger, President, International Ladies’ Garment Workers’ Union.

May 2, 1922.

International Union of Granite Cutters, Quincy, Mass.

The International Ladies’ Garment Workers’ Union in Convention assembled in Cleveland, O., have voted unanimously to extend to the thousands of men striking in the granite cutting industry all over the country for the protection of their wage and living standards their warmest message of cheer and encouragement and the sincere hope for a clean-cut victory.

Benjamin Schlesinger, President, International Ladies’ Garment Workers’ Union.

May 2, 1922.

The United Mine Workers of America, Indianapolis, Ind.: The International Ladies’ Garment Workers’ Union in Convention at Cleveland, O., extends to the 600,000 miners engaged in a desperate defensive struggle against the greed and avarice of the mine magnates, their hearty message of cheer and encouragement with solemn assurance.
of their unqualified moral and, if necessary, material support until the fight is won.

Benjamin Schlesinger, President.

International Ladies' Garment Workers' Union.

After the reading of these telegrams, President Schlesinger called upon Brother Joseph Breslaw, the chairman of the Credential Committee to read the report of this committee:

To the Officers and Delegates of the 16th Biennial Convention of the International Ladies Garment Workers’ Union, Cleveland, Ohio.

Greetings:

Your committee on credentials has examined the credentials of 233 delegates. In this work it has spent two full weeks, acting as an objection and appeal committee, with which duties it is charged under our Constitution.

In the course of its work, the Credential Committee has had to listen to a great number of objections which were filed against the individual delegates whose fitness to represent their locals at this convention was challenged. Your committee has painstakingly and carefully examined the evidence presented in behalf of such challenges or objections. In this work it was actuated by a spirit of genuine impartiality and has let personal judgment or preference play no part in its decisions or recommendations.

The number of delegates against whom the committee received objections and whose seating was challenged may be classified as follows:

1. Those whose eligibility was questioned but whose seating the committee recommends; and
2. Those against whom objections were raised, sustained and whose seating the committee does not recommend.

The delegates against whom objections were raised, who come under the first category, were objected to on the ground that the motives prompting their activities were of a nature tending towards chaos, disruption and demoralization of their respective organizations. The objectors claimed that such delegates were guilty of sewing seeds of distrust in the minds of a large number of well-meaning members of our International. This naturally leads to the weakening of the confidence in our organizations and which shatters the discipline necessary for the well-being of our International, particularly in these perilous and critical times.

These elements should be called to account for their irresponsible conduct. But since at this time our International is confronted with serious problems, problems of a nature that threaten the maintenance of the working conditions of our thousands of members, obtained through hard struggle and sacrifices, the Committee is of the opinion that regardless of the fact that it would have been just not to seat a number of delegates against whom such objection was made, nevertheless to seat these delegates. The Committee desires to save the delegates of this convention the unpleasantness of spending two weeks in internal strife instead of devoting the entire time for effective and constructive work. Hence the Credential Committee limited itself to the investigation of objections and challenges directed against such delegates whose seatings in the opinion of the Committee would have been a disregard of the moral principles of the labor movement.

In spite of the crucial times between the last and the present convention, years that were filled with struggles in all branches of our industry, and particularly when reaction throughout the country was at its height, the Credential Committee is proud of the fact that our locals saw the importance and succeeded in making this, our Sixteenth Biennial Convention a demonstrative gathering, as instanced by the number of credentials submitted.

We present to you now a list of the delegates whom we recommend to be seated at this convention, local by local, together with our findings in such particular cases where objections have been made.

During our work, as has been the custom in past years, not only objections to individual candidates were raised, but likewise towards the status of the locals insofar as meeting their obligations and indebtedness to the General Office is concerned. Among the delegates whose seating the Credential Committee recommends are included a number who represent locals which have failed to pay their assessments during the past two years, and some have not even paid assessments which were due from the term of 1918-1920, which they undertook to pay at the time of the last convention. Here is a list of these locals with the items of their indebtedness:

LOCAL No. 4.—Cloakmakers’ Union (Baltimore) owes the International $118.50 on the 1921 Assessment of $1.50.
LOCAL NO. 6—Embroidery Workers’ Union (New York) owes the International $850.00 on the 1921 Assessment of $1.50.

LOCAL NO. 7—Waterproof Garment Workers’ Union (Boston) owes the International $414.00 on the 1921 Assessment of $1.50 and $519.00 on the 1920 Assessment of $1.50.

LOCAL NO. 8—Amalgamated Garment Cutters Union (San Francisco) owes the International $230.50 on the 1921 $1.50 Assessment and $115.50 on the 1920 $1.50 Assessment.

LOCAL NO. 12—Pressers’ Union (Boston) owes the International $252 on the 1921 $1.50 Assessment, $78.50 on the 1920 $1.50 Assessment, and $72.50 on the Cleveland Assessment.

LOCAL NO. 15—Waistmakers’ Union (Bridgeport) owes the International $5,646.00 on the 1921 $1.50 Assessment, $1,260.00 on the 1920 $1.50 Assessment, and $1,000.00 on the Cleveland Assessment.

LOCAL NO. 16—Cutters’ Union (St. Louis) owes the International $114.00 on the 1921 $1.50 Assessment.

LOCAL NO. 20—Waterproof Garment Workers’ Union (New York) owes the International $360.50 on the 1921 $1.50 Assessment.

LOCAL NO. 22—Dressmakers’ Union (New York) owes the International $153.00 on the 1921 $1.50 Assessment.

LOCAL NO. 24—Kimono Workers’ Union (New York) owes the International $814.00 on the 1921 $1.50 Assessment and $869.00 on the 1920 $1.50 Assessment.

LOCAL NO. 25—Waistmakers’ Union (New York) owes the International $3,942.00 on the 1921 $1.50 Assessment.

LOCAL NO. 26—Waist Buttonhole Makers’ Union (New York) owes the International $321.00 on the 1921 $1.50 Assessment and $372.00 on the 1920 $1.50 Assessment.

LOCAL NO. 27—Skirtmakers’ Union (Cleveland) owes the International $186.00 on the 1921 $1.50 Assessment and $160.50 on the 1920 $1.50 Assessment.

LOCAL NO. 29—Cloak Finishers’ Union (Cleveland) owes the International $2,358.00 on the 1921 $1.50 Assessment and $580.50 on the 1920 $1.50 Assessment.
LOCAL NO. 62—White Goods Workers’ Union (New York) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 64—Buttonhole Makers’ Union (New York) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 73—Amalgamated Garment Cutters’ Union (Boston) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 75—Cloak and Skirt Makers’ Union (Worcester) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 76—Custom Dressmakers’ Union (Philadelphia) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 78—Cloak Operators Union (St. Louis) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 86—Custom Dressmakers’ Union (New York) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 89—Italian Waist & Dressmakers’ Union (New York) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 90—Custom Dressmakers’ Union (New York) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 92—Cloak Operators Union (St. Louis) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 94—Sample & Ladies’ Tailors’ Union (Cleveland) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 96—Custom Dressmakers’ Union (New York) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 97—Ladies’ Tailors’ Union (Los Angeles) owes the International $434.00 for Legal Defense, $3,384.50 on the 1921 $1.50 Assessment and $2,087.00 on the 1920 $1.50 Assessment.

LOCAL NO. 100—Waist, Dress, Skirt, Kimono & White Goods Workers’ Union (Chicago) owes the International $375 on the 1920 $1.50 Assessment.

LOCAL NO. 101—Garment Workers’ Union (Baltimore) owes the International $142.50 on the 1921 $1.50 Assessment.

LOCAL NO. 104—Ladies’ Tailors’ Union (Chicago) owes the International $165.00 on the 1921 $1.50 Assessment.

LOCAL NO. 110—Cutters’ Union (Baltimore) owes the International $33.00 on the 1921 $1.50 Assessment.

LOCAL NO. 114—Rubber & Raincoat Makers’ Union (Racine) owes the International $285.00 on the 1921 $1.50 Assessment.

LOCAL NO. 115—Waist, Dress & White Goods Workers’ Union (Newark) owes the International $44.50 on the 1921 $1.50 Assessment.

LOCAL NO. 120—Garment Workers’ Union (Rochester) owes the International $76.50 on the 1921 $1.50 Assessment.

LOCAL NO. 126—Ladies’ Tailors’ Union (Greenwich) owes the International $84.00 on the 1921 $1.50 Assessment.

LOCAL NO. 127—Cloakmakers’ Union (Stamford) owes the International $54 on the 1921 $1.50 Assessment.

LOCAL NO. 130—Ladies’ Garment Clerks’ Union (New York) owes the International $195.00 on the 1921 $1.50 Assessment.

JOINT BOARD TORONTO: Owes the International $525.00 on the 1921 $1.50 Assessment.

JOINT BOARD PHILADELPHIA: Owes the International $2,387.50 on the 1921 $1.50 Assessment, $346.00 on the 1920 $1.50 Assessment, and $280.00 on the Cleveland Assessment.

JOINT BOARD TOLEDO: Owes the International $297.00 on the 1921 $1.50 Assessment.

After giving this matter thorough consideration, the Credentials Committee decided to recommend to the convention that the delegates of all such locals should be seated, while later in our report we recommend a systematic and practical method of removing these debts in a way best suited and adapted to our locals and to the General Office alike.

The following credentials have been examined and the Committee recommends the seating of the representatives bearing these credentials of the locals of the International:


SIXTEENTH CONVENTION OF THE I. L. G. W. U.

LOCAL NO. 4—Cloakmakers’ Union (Baltimore): Samuel Caplan.

LOCAL NO. 5—Cloakmakers’ Union (Chicago): M. Cohen, B. Saffer, Morris Steinberg and Myer Barca.


LOCAL NO. 7—Waterproof Garment Workers’ Union (Boston): Hyman Weiner and Fred Monossow.


LOCAL NO. 21—Cloak & Skirtmakers’ Union (Newark, N. J.): Abraham Kaplan.


LOCAL NO. 24—Skirt & Dressmakers’ Union (Boston): John Gilman and Isaac Posen.


LOCAL NO. 26—Cloak & Suit Tailors’ Union (Cleveland): Nathan Solomon, Abe Katovsky, Sam Nour, Alfonso Lero, Pietro Fonti and Harry Green.

LOCAL NO. 27—Skirt & Dressmakers’ Union (Cleveland): L. Berenberg and Harry Hakat.

LOCAL NO. 29—Women Garment Makers’ Union (Cleveland): Ethel Ayon, Carrie Gallagher, Eva Post and Esther Schweitzer.

LOCAL NO. 30—Ladies’ Garment Cutters’ Union (Cincinnati): Dennis Cronin and Ben Bartel.


LOCAL NO. 52—Ladies’ Garment Workers’ Union (Los Angeles): Jacob Lanch.

LOCAL NO. 53—Cloak & Skirt Cutters’ Union (Philadelphia): A. Stein.


LOCAL NO. 56—Cloakmakers’ Union (Boston): Jacob Sneider, Morris Damarsky and N. Ginsburg.


LOCAL NO. 63— Cloakmakers' Union (Cincinnati): Tillie Lape, Morris Essig and Eli Schechterman.

LOCAL NO. 64— Cloak Buttonhole Makers' Union (New York): Alexander Brick, Max Libow and Samuel Cipes.

LOCAL NO. 65— Bonnaz Embroiderers' Union (New York): Leo Friedman, Joseph Bernstein, Nathan Riesel and Bella Winick.

LOCAL NO. 67— Cloakmakers' Union (Toledo): Louis Friend and H. Blitz.

LOCAL NO. 69— Cloak and Skirt Finishers' Union (Philadelphia): Anna Shwartz.

LOCAL NO. 73— Amalgamated Ladies' Garment Cutters' Union (Boston): B. Kurland and Max Gorenstein.

LOCAL NO. 75— International Ladies' Garment Workers' Union (Worcester): Daniel Goldman.

LOCAL NO. 78— Cloak Operators' Union (St. Louis): B. Gilbert.


LOCAL NO. 91— Cloak Pressers' Union (Toronto): Louis Galinsky and J. Belfar.

LOCAL NO. 94— Sample & Ladies' Tailors' Union (Cleveland): J. Rubin and Charles Kreндladler.

LOCAL NO. 96— Cloak & Skirt Pressers' Union (Cincinnati): Phillip Bartel and Nathan Spalter.

LOCAL NO. 100— Dress & Skirt Workers' Union (Chicago): Clara Galbin, Dora Lifshutz, B. Fogel, Rebecca Holland and Angelina Novick.

LOCAL NO. 101— Costume Ladies' Tailors Union (Baltimore): Joe Snyder.

LOCAL NO. 104— Ladies' Tailors' Union (Chicago): I. Davidson.

LOCAL NO. 114— Rubber & Raincoat Workers' Union (Racine, Wis.): Frank Fodor.

LOCAL NO. 115— Waist, Dress & White-goods Workers' Union (Newark): Fanny Schwartz and Fannia Cohen.

LOCAL NO. 126— International Ladies' Garment Workers' Union (Stamford): Conrad Loske.

LOCAL NO. 127— Cloakmakers' Union (Stamford): Nicholas Doty and Anna La Guardia.


Joint Boards

Joint Board of Cloakmakers Union, New York: Israel Feinberg
Joint Board Dress and Waistmakers' Union, New York: Jacob Halpern
Joint Board of Cloakmakers Union, Montreal: Sol Goldberg
Joint Board Cloak & Skirtmakers' Union, Boston: Abraham Snyder
Joint Board Cloak, Suit, Dress and Raincoat Makers Union, Chicago: Hyman A. Scholdman
Joint Board Cloak & Skirtmakers' Union, Philadelphia: Meyer Perlstein
Joint Board Cloak & Skirtmakers' Union, Philadelphia: Harry Dordick
Joint Board Cloakmakers Union, Toronto: N. Freedman
Joint Board Ladies Garment Workers' Union, Cleveland: Meyer Perlstein

The following is a list of the total number of delegates in each individual trade all over the country:

<table>
<thead>
<tr>
<th>Trade</th>
<th>Number of Delegates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cloakmakers</td>
<td>138</td>
</tr>
<tr>
<td>Waist, Dress, Children's Dress, White Goods and House Dress Workers</td>
<td>60</td>
</tr>
<tr>
<td>Embroidery Workers</td>
<td>7</td>
</tr>
<tr>
<td>Raincoat Makers</td>
<td>9</td>
</tr>
<tr>
<td>Ladies' Tailors</td>
<td>10</td>
</tr>
<tr>
<td>Joint Board Delegates</td>
<td>9</td>
</tr>
</tbody>
</table>

Total: 233
The committee keenly regrets the fact that our chief officers, our president, Brother Benjamin Schlesinger, Brother Abraham Baroff, our General Secretary-Treasurer and Brother Morris Sigman, our First Vice-President, are not dele-
gates to this convention.

In the case of Brother Baroff a creden-
tial has been received from Local No. 8, San Francisco, to represent said local at this Convention. Brother Baroff in a letter informed them that since he was defeated as a delegate in his own local No. 22, he declines to take advantage of their credential.

The report as thus far read was
unanimously adopted.

Local No. 1—New York Ladies & Misses’ Cloak & Suit Operators’ Union.

The Credential Committee received an objection from Brother A. Student, member of Local 1, against delegates Louis Levy and S. Ortzitzer, members of Local No. 1. claiming that at the time when Local 1 was being reorganized, these delegates were members of the Executive Board of Local 1, which at that time issued leaflets of a slanderous character and which were intended to create chaos among the membership of the Cloakmakers’ Union, thereby endan-
gering the existence of the union. The committee, upon investigating the evi-
dence presented by the objector, came to the conclusion that in spite of the fact that the charges are of a serious nature and since they were expelled from the union for a period of two years as a result of the reorganization, and also since it has not been proven that they are still maintaining the same attitude towards the organization; and in addition it could not be established that they were personally responsible for these leaflets—the committee there-
fore recommends that Brothers Levy and Ortzitzer be seated as delegates to this convention.

Upon motion the recommendation was
unanimously adopted.

The committee received an objection
against B. Kaplan, delegate from Local No. 1, from Wm. Bloom of Local 1, which is, in substance, that while acting as chairman of a certain inves-
tigation committee, Kaplan submitted a report based upon willful distortion of facts and evidences; that he deliberately

forged records in order to protect a dis-
honest official; that as presiding chair-
man at the meeting of the local where that report was submitted, he violated parliamentary rules by railroadng thru
that dishonest report. The committee found that the evidence submitted was not conclusive enough to substantiate the charges, and therefore recommends that Brother Kaplan be seated as a dele-
gate to this convention.

Upon motion recommendation was unani-
mosly adopted.

Local No. 3—Ladies’ Tailors, Sample Makers and Alteration Workers’ Union.
New York.

The committee received an objection from Brother Otto Pick of Local 3 against Delegate Frank Rosenfarb of Local 3, charging him with conspiring against the Joint Board of the Cloak-
makers’ Union and its chief officers. Since this objection could not be proven, the committee recommends that Brother Rosenfarb be seated as a delegate to this convention. Upon motion recom-
mmendation was unanimously adopted.

Local No. 9—Cloak & Suit Tailors
Union (New York)

The committee received an objection against Delegate Eva Pasha of Local No. 9 by J. Levine of Local 9. Since the objector was properly notified but did not appear, the committee dismissed the ob-
jection and recommends that Delegate Pasha be seated. Upon motion the recom-
mmendation was unanimously adopted.

The committee received an objection against Benny Adler of Local 9 from Wm. Gwardick of Local 9. Since the objector was properly notified but did not appear, the committee recommends that Delegate Adler be seated. The com-
mittee also received an objection against the same delegate from Lazarus Goldberg of Local 9, claiming that while act-
ing as chairman in the shop of Herman Ziegler, he did not divide the work equally. Upon investigation this was disproven. The committee therefore recommends that this delegate be seat-
ed. Upon motion recommendation was unani-
mosly adopted.

The committee received an objection against Delegate Louis Hyman of Local 9 from Fannie Weisberg of Local 9, for resorting to the method of calling police on the day of election. While the com-
mittee is of the opinion that this is not the proper policy for a union officer to resort to, on the other hand, it is not ground enough for the unseating of a delegate. We therefore recommend that Delegate Hyman should be seated. Upon motion recommendation was unanimously adopted. Brother Hyman denied this charge.

The committee also received an objection against Sam Silverman of Local 9 from Lazarus Goldberg of Local 9, and since the objection was withdrawn by the complainant, the committee recommends the seating of this delegate. Upon motion report was unanimously adopted.

The committee received objections against Delegates Rubin Tempkin, Abe Zirlin, Morris Yanowitz, Harry Hendler in particular, and against the entire delegation of Local 9. (Rose Kaplan, S. Silverman, Louis Hyman, Benny Adler, Eva Pasha, R. J. Furman, Rubin Tempkin, Abe Zirlin, Morris Yanowitz and Harry Hendler), which is, in substance, that the local officially, through its general organization committee, participated in and advocated the election of certain individuals, a duty with which it was never authorized, thereby discriminating against other members; and also, that they used the funds and the postage of the organization in these unlawful campaigns. In the course of the examination by this committee, it was brought out that the official general organization committee, which is responsible to the local, is under the influence of an outside organization and is guided by their instructions to the extent that a deal was made that $125.00 should be drawn from the treasury of the local for an advertisement to be published in "Freiheit," from which sum $50 was to be refunded to this group for the purpose of the campaigns conducted by them. The committee, in going over this matter, found it impossible to make a thorough investigation as a charge of this kind requires an investigation of the entire local since it implicates the Executive Board and the officers of the local. We therefore recommend that the entire delegation of Local No. 9 be seated, but we also recommend that the incoming General Executive Board should stand instructed to make a thorough investigation of this entire matter.

Upon motion report was unanimously adopted.

Local No. 22—Dressmakers’ Union, New York.

The committee received an objection against Delegate J. Hochman of Local 22 from Max Schechter of Local 60. That objection was withdrawn by the complainant. An objection was also received against the entire delegation of Local 22 from Brother I. Lebowitz of Local 22, claiming that a member, by the name of Dave Krupnick, who served on the objection committee and the election board for that local, has been proven to be a manufacturer while serving on these committees. The committee is of the opinion that since no particular objection was raised against this committee while serving on the committee, that this objection can not be sustained. The committee therefore recommends the seating of the entire delegation: Julius Hochman, Sonia Farber, Clara Goldberg, Isidore Farblich, Abraham Lupin, Isidore Schoenholtz and Jennie Schwartz.

Upon motion report was unanimously adopted.

Local No. 35—Cloak and Suit Pressers’ Union (New York).

The committee received an objection against Delegate J. Gold of Local 35, from J. Gertchikoff of the same local. Since the objector did not appear, we recommend that the delegate be seated. Upon motion report was unanimously adopted.

Local No 113—Ladies’ Garment Workers (Mt. Vernon, N. Y.).

The committee received an objection signed by eleven members of Local 113, claiming that the local is entitled to only two delegates and not to three as they have elected, also claiming that Delegate Mike Marcundi, who is a member of Local 48, is considered by them as an outsider and is not eligible, therefore, as their delegate. Upon investigation, the committee found that the local is entitled to three delegates as they have a membership of 267. As to the objection, the committee found that Delegate Marcundi is eligible to be a delegate according to Article II, Section 5 of our Constitution. We also found that the signatures attached to the objection had been forged by one of the objectors. The committee received a statement of some of the members whose names appeared as the objectors in this case, that they never
SIXTEENTH CONVENTION OF THE I. L. G. W. U.

Upon motion report was unanimously adopted.

Local No. 1—Ladies’ and Misses’ Cloak and Suit Operators (New York)

The committee received an objection against Delegate S. Rothman of Local 1 from Louis Pinkofsky, member of Local 23 and President of the Joint Board of the Cloakmakers’ Union of New York, in which he states that Rothman, at a public meeting of Local 1, made the accusation that the officers who negotiated on the memorandum sold the cloakmakers just like the slaves in Boston were being sold on the market place.

During the examination of these charges, Brother Rothman admitted that the executive board found him guilty of slandering the officers of the organization. He claimed, however, that while participating in the discussion and using these phrases, he did not mean them in the spirit as presented by Brother Pinkofsky and he justified the remarks claiming that the matter of the memorandum, which the officials accepted, was not submitted to the membership. After listening to all the witnesses in this case, the committee is of the unanimous opinion that there was no justification for anyone making slanderous accusations against the officers for having signed this agreement, thereby creating the impression that there was no justification for anyone making slanderous accusations against the officers for having signed this agreement, thereby creating the impression that the workers had not been informed of the action of the officers. He urged the right of the members to criticize the officers and claimed that if he were denied the privilege of being a delegate, it meant not only the suppression of free speech but the suppression of the radical element in his local.

He stated that the paid officers of the local who were not elected as delegates, were behind this movement to oust him in order that they themselves might become delegates to the convention.

Brother Louis Pinkofsky: After the charges were preferred against you in your local executive board, and after the board had decided to punish you, did you appeal to the higher tribunal of the International?

Brother Rothman: No.

Brother Prisam maintained that Rothman was camouflaging the entire affair and urged the delegates to support the recommendation of the Credentials Committee.

Brother Levy of Local No. 1 appealed to the delegates in behalf of Brother Rothman. He stated that Brother Rothman was the one who was responsible for his joining the union as well as the Workmen’s Circle. He stated that in a moment of excitement one may say things which are not justified and pleaded for tolerance. He urged that Rothman’s record in the union be taken into consideration.

Brother Feinberg stated that he believed in the membership having the right to criticize their officers but there was a difference between criticism and slander. He stated that it might be true that Brother Rothman’s record in the past was good, but that did not excuse his slandering the men who had helped build up the organization. He further asked that if Brother Rothman had no ill intentions in making his insinuations, why was it that his own executive board found him guilty and punished him.

He stated that upon good authority he had been informed that Rothman had distinctly said that the leaders of the union were fakirs and traitors and strongly condemned such slander and insinuation. He strongly criticized the statement that members who criticized...
the officers had been made to lose their jobs and branded the statement as a lie. In the one case where this had happened he maintained that he proved that 90 per cent of the members in that shop were of the opinion that that particular member had not been doing his duty and was therefore discharged. In conclusion he urged the convention to adopt the committee's report in order to create a precedent to serve as a warning to those irresponsible persons who were slandering the International in order to disrupt it.

Brother Chasanow pleaded for tolerance and stated that it was the right and duty of the members to criticize the administration.

Brother Ninio said that the delegates should not permit an irresponsible slanderer to legislate for the workers and strongly endorsed the recommendation of the committee.

Brother Rothman asked why it was that Brother Feinberg had suggested that he be on the general strike committee, a long time after the charges had been preferred.

Brother Feinberg: I have never at any time asked Rothman to accept a position on any committee.

Previous question was called and carried.

Brother Shane was granted the privilege of the floor. He stated that the local had punished Rothman sufficiently and that in view of his good record in the past 12 or 13 years he asked that clemency be shown. He cited the case of Etkin, ex-business agent, who had also severely criticized the officers but who was not punished, and asked that Brother Rothman be not discriminated against.

Brother Dubinsky, secretary of the credentials committee, summed up for the committee. He stated that a decision of a local body could be overruled by a convention which is the superior body. He maintained that if three witnesses called by Rothman in his behalf were the very ones who had convinced the committee of his guilt. In answer to Brother Rothman's last question he quoted the testimony that was given before the committee verbatim as follows: "Brother Pinkofsky: 'Because Brother Langer, secretary of the Joint Board, recommended him as a good man for out-of-town work. I want him to eat out of the dish of experience so that he can see for himself the graft that the leaders are getting for selling out the workers.'"

Upon being put to a vote the recommendation of the committee not to seat Rothman was adopted, 126 voting for and 67 opposed.

Brother Shane: I move that the president, general secretary, treasurer, and the first vice president have the right to participate in the proceedings. This motion was seconded and unanimously carried.

At this point Mr. N. Rashkes, representing the All-Russian Jewish Public Committee, the "Idgezkom", was introduced.

Mr. Rashkes brought greetings from his committee and urged the International not to forget that the Russian Jews are making the greatest effort for the building up of a free workers' government. He made a strong plea for financial help to the stricken Jewish population of Russia.

Alexander Kahn, Chairman of the People's Relief Committee, was next introduced.

Alexander Kahn: Comrades, the fundamental foundation of the Socialist and the labor movement is solidarity and unity. Without this progress cannot be made. You create all the wealth of the world. You are the people who are responsible for all there is in the world. The moment the working class will be united there will be no longer any capitalism.

Kahn concluded his address by thanking the International for the help it had given the People's Relief Committee, and expressed the hope that the delegates would endorse the decision of the general executive board which met in Atlantic City recently, to donate a half-day's wages of the members for distribution by the People's Relief Committee and particularly for the million dollar drive this committee had launched for tools and implements to the Jewish workers of Russia.

Mr. Meyer Gillis, also representing the People's Relief Committee, next addressed the convention, thanking the In-
international for its past donations, and asking that further help be given.

Brother Malassut: I move that this convention send a telegram of encouragement to Sacco and Vanzetti who are now in prison. This motion was seconded and unanimously carried.

Miss Lena Goodman: I move that we send a telegram of encouragement to Tom Mooney and Billings, now in prison. This motion was seconded and unanimously carried.

Upon motion duly made and seconded the convention adjourned at 5:15 p.m. to reconvene Wednesday, May 3rd at 9:30 a.m.

Third Day—Wednesday Morning Session
May 3, 1922—9:30 a.m.

The fourth session was called to order by President Benjamin Schlesinger, at 9:30 a.m.

Secretary Baroff read the following telegrams, which were greeted with hearty applause:

Toronto, Ont., May 2, 1922
International Ladies’ Garment Workers’ Union, Cleveland, O.: The Workmen’s Circle Convention now in session sends brotherly greetings to the valiant and brave clothmakers who in heroically fought the battle of labor through all their existence and won a place of honor among the labor organizations of the world. May your deliberations add another page of glory in your activities, stand united and help the workers to free themselves from the yoke of their exploiters. The Workmen’s Circle 22nd Convention, J. Bankin, General Secretary.

Philadelphia, Pa., May 2, 1922
International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Greetings! May your Sixteenth Biennial Convention be guided by the spirit of progress and may your efforts be of benefit to the working class. Executive Board of the Finishers’ Union, Local 69.

Chicago, Ill., May 2, 1922
16th Biennial Convention, Engineers Auditorium, Cleveland, O.: Benj. Schlesinger: The workers of Riger & Co. hope that the I. L. G. W. L. will be the victor in all strikes against the combined efforts of the capitalists to break our ranks.

New York City, May 2, 1922
Abraham Baroff
The Dressmakers’ Union of Greater New York, Local 22, is proud to greet the International Ladies’ Garment Workers’ Union at its Sixteenth Biennial convention. We welcome this occasion to extend our gratitude for your accomplishments which have worked for the betterment of those whom you represent and the working class in general. We are sure that in the years to come our International will occupy as it does today a place among the most respected labor organizations in the world and that your work will be an incentive for the complete triumph of the laboring masses. The future calls clearly for greater strength of the bonds of affiliation and solidarity between the locals of our International. We hope that this convention will find the means to accomplish this. Let this convention eliminate all internal conflicts and friction between the existing locals with regard to our local situation. Our Executive Board on behalf of the members of Local 22 hopes that in view of the common good to be derived for all the workers of the dress industry, you will see fit to merge all the dressmakers under the jurisdiction of the Joint Board, Dress and Waistmakers’ Union.

Dressmakers’ Union of Greater New York, Local 22.

New York City, May 2, 1922
International Ladies’ Garment Workers’ Union Convention, Engineers Auditorium, Cleveland, O.: The Naturalization Aid League of New York extends to your delegates in convention assembled every success in your deliberations. The Naturalization Aid League appreciates you have always rendered to the cause of naturalization and expresses the hope that you will continue in the future your generous cooperation.

E. H. Jaaushin, Manager.

New York City, May 3, 1922
Delegates of I. L. G. W. L. Convention, Engineers Auditorium, Cleveland, O.: Only through unity can we hope to attain what we are striving for. With this unity as the keynote we sincerely hope that all the aims of our great International will be achieved.

From Examiners, Beggarders & Bushers’ Union, Local 8.

New York City, May 3, 1922
International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.: Greetings: The members of the Brooklyn section of Local 48 send their fraternal greetings. We are sure of great success in your deliberations. We urge the delegates to re-elect Brother Schlesinger, the Napoleon of our International Army, whether he likes it or not. Local 48.

Cleveland, O., May 2, 1922
Mr. Baroff
Engineers Auditorium, Cleveland, O.: The Bonnaz and Embroidery Workers’ Union, Local 66 sends you greetings to the Sixteenth Biennial Convention and salutes the delegates who represent the vanguard of our movement. We are heart and soul with you in your upward march for the emancipation of our toiling masses. May your counsels always be accompanied by wisdom and tact. Our brave Generalissimo, Benj. Schlesinger, must continue to officiate to lead our fighting battalions to victory. We hail the dawn of a new era when the Cloak, Suit, Skirt, Dress and Embroidery Workers will be fighting under the banner of oneJoint board.

Executive Board, Local 66.
New York City, May 2, 1922.

Sixteenth Biennial Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.;

Greetings: Heartiest congratulations to the officers and delegates of the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union. May your deliberations result in the successes that have been the International's during the past years. It is the fervent wish of the cutters of New York City and vicinity that the present gathering of the representatives of our organization, meeting to consider problems affecting the thousands of members, shall succeed in preserving the hard won and necessary gains. They hope for the strengthening of our International to meet in the future, as it has met in the past, the onslaughts of the reactionary elements.

Amalgamated Ladies' Garment Cutters' Union, Local 30, Max Marker.

New York City, May 2, 1922.

Sixteenth Biennial Convention of International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.;

Wishing you success and may your deliberations inspire the delegates to continue their splendid work.

I. S. Apsolky, President, Local 64.

Montreal, Canada, May 2, 1922.

Sixteenth Biennial Convention of International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.;

Greetings: For this Sixteenth Biennial Convention I earnestly trust Brother Schlesinger that you will accept the office as President of the International and that you will not heed the slanderers of the so-called Left Wingers who are here for destruction and not for reconstruction, and who are just temporary disturbers of our great organization.

Barrett Greiwald, Local 9.

New York City, May 2, 1922.

International Ladies Garment Workers' Union, Engineers Auditorium, Cleveland, O.;

Greetings: We, members of the downtown section of Local 48, send our valiant International Union our greetings of solidarity, pledging our support to your just and sound deliberations. We sincerely urge our beloved President Schlesinger to accept another term for he is now more than ever needed by the workers to whom he has devoted the best days of his life.

Chicago, Ill., May 2, 1922.

Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

Greetings: We, members of the downtown section of Local 48, send our valiant International Union our greetings of solidarity, pledging our support to your just and sound deliberations. We sincerely urge our beloved President Schlesinger to accept another term for he is now more than ever needed by the workers to whom he has devoted the best days of his life.

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Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

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Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

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Chicago, Ill., May 2, 1922.

Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

Greetings: We, members of the downtown section of Local 48, send our valiant International Union our greetings of solidarity, pledging our support to your just and sound deliberations. We sincerely urge our beloved President Schlesinger to accept another term for he is now more than ever needed by the workers to whom he has devoted the best days of his life.

Chicago, Ill., May 2, 1922.

Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

Greetings: We, members of the downtown section of Local 48, send our valiant International Union our greetings of solidarity, pledging our support to your just and sound deliberations. We sincerely urge our beloved President Schlesinger to accept another term for he is now more than ever needed by the workers to whom he has devoted the best days of his life.

Chicago, Ill., May 2, 1922.

Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

Greetings: We, members of the downtown section of Local 48, send our valiant International Union our greetings of solidarity, pledging our support to your just and sound deliberations. We sincerely urge our beloved President Schlesinger to accept another term for he is now more than ever needed by the workers to whom he has devoted the best days of his life.

Chicago, Ill., May 2, 1922.

Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

Greetings: We, members of the downtown section of Local 48, send our valiant International Union our greetings of solidarity, pledging our support to your just and sound deliberations. We sincerely urge our beloved President Schlesinger to accept another term for he is now more than ever needed by the workers to whom he has devoted the best days of his life.

Chicago, Ill., May 2, 1922.

Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.;

Greetings: We, members of the downtown section of Local 48, send our valiant International Union our greetings of solidarity, pledging our support to your just and sound deliberations. We sincerely urge our beloved President Schlesinger to accept another term for he is now more than ever needed by the workers to whom he has devoted the best days of his life.
New York City, May 1, 1922.

Convention of I. L. G. W. U., Cleveland, O.: We, the Executive Board of the American Dress & Worstedmakers' Union, Local 21, greet the delegates of the Convention in Canada, confident that through their deliberations and achievements toward complete unity in all needle industries, a brighter future will come for our International and for labor in which this May First should bring inspiration of solidarity in the great struggle for human emancipation.

Executive Board of Local 21.

New York City, May 2, 1922.

Abraham Baroff.
I. L. G. W. U., Cleveland, O.: Heartiest congratulations! Let common sense bring about harmony among the delegates assembled at this Convention which will improve the relations among us and thereby further strengthen our organization and bring your better conditions to the ladies' garment industry. With this in view, we wish success to the Convention.


New York City, May 2, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Greetings! Accept our heartfelt congratulations to the Sixteenth Biennial Convention. May unity and harmony prevail in our ranks and may all the plans you will undertake to promote the welfare of the workers engaged in our industry be crowned with success.

Workers of Prince & Wolf Co.

New York City, May 2, 1922.

Sixteenth Biennial Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.: Local 3 extends greetings and best wishes for successful deliberations to the delegates of the Sixteenth Biennial Convention of our International.

Executive Board, Local 3.

New York City, May 2, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Best wishes for continued growth and success of your great labor struggle.

Labor Age Publication Society, James H. Maurer, President.

New York City, May 2, 1922.

Convention I. L. G. W. U., Engineers Auditorium, Cleveland, O.: Greetings! Our heartiest congratulations and best wishes to the officials and delegates of the 16th Biennial Convention. May your deliberations lift our members to higher planes. Let the spirit of true brotherhood and class-conscious solidarity prevail. Let its achievements of economic, political and educational work be the most striking in the history of the labor movement, and may the constructive spirit prevail and guide you in all your deliberations in behalf of our great International Union.

Bonnar & Hand Embroiderers' Union, Local 60, Emil Auerbach, Secy.

New York City, May 2, 1922.

Benj. Schlesinger, President, 16th Biennial Convention, 1. L. G. W. U., Engineers Auditorium, Cleveland, O.: Heartiest congratulations! May all your deliberations lead to the strengthening of our great international. Hoping that Brothers Schlesinger and Baroff will remain our leaders, with best wishes from the staff.

Max Bradford, Manager, Harlem Office Shoemakers' Union.

New York City, May 1, 1922.

International Fur Workers' Union Convention, Engineers Auditorium, Cleveland, O.: We, the members of Local 17, gathered at Thomas A. Senior Theatre to celebrate the First of May, have adopted by unanimous vote the following resolutions: We express our heartiest greetings and congratulations to all delegates assembled at the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union; we also pledge our full support to our International and especially to our own local, Local 17. We urge you and hope that you will carry on the same sound and safe policy that has carried us through heretofore throughout our many struggles, from which we have always emerged with glory and triumph. We remain loyally.

Reefer Makers' Union, Local 17, Max Cohen, Chairman.

New York City, May 2, 1922.

International Garment Workers' Union Convention, Engineers Auditorium, Cleveland, O.: Greetings, Mr. President and Delegates: You are indeed to be congratulated upon your Sixteenth Biennial Convention to have come out of the past struggles with such flying colors, be set by enemies within and without as you were. It is indeed wonderful. May your future deliberations be a force and might for the good of the working class.

Ada Rosenfeld, Ex-Complaint Clerk of Local 13.
We congratulate you on your Sixteenth Convention, wishing you success in your noble work,


Toronto, Canada, May 1, 1922.

Abraham Baroff,
Engineers Auditorium, Cleveland, O.;
Greeting: Heartiest congratulations to the Sixteenth Biennial Convention. May the spirit of unity and peace prevail among the locals of our great International Union. We have full confidence that the splendid work of our International Union, which has brought much happiness among thousands of workers will continue in the future.

Joint Board of Cincinnati.

New York City, May 1, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.;

D. Richter, President.

Chicago, Ill., May 1, 1922.

Convention, International Garment Workers, Engineers Auditorium, Cleveland, O.;

Chicago People's Relief Committee, at a special conference, remembered your mighty organization and greets the delegation of the convention and wishes you the greatest success in your deliberations.

People's Relief Committee.

Philadelphia, Pa., May 1, 1922.

Secretary A. Baroff,
Convention of Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.;

H. Kaplan, Secy-Treas. of Local 15.

Sixteenth Biennial Convention, International Ladies' Garment Workers' Union, Cleveland, O.;

Greeting: We sincerely greet all delegates, and wish you success in all your deliberations.

Chas. Jacobson, Ex-Vice Pres., I. L. G. W. U.
sixteenth convention of the i. l. g. w. u.

not to leave us at this most critical moment and we sincerely hope that you will accept to be our President and lead us on to our further successes as you did in the past. May your deliberations bring success and victory to all Needle Industry. Fraternally yours,

workers of m. millard.
54 west 21st street.

gary, ind., may 1, 1922.
sixteenth biennial convention,
engineers auditorium, cleveland, o.:
greetings to our brothers and sisters assembled in convention in cleveland, o. may your purposes be accomplished successfully.

executive board, local 5.

new york city, may 2, 1922.
international ladies' garment workers' union, engineers auditorium, cleveland, o.:
greetings! heartiest congratulations to the officers and delegates to the sixteenth biennial convention. may your deliberations crown with success. let our international again prove to be the torch bearer of everything that means progress in the labor movement and light for a life more beautiful and more worth while.

executive board, local 20.

new york city, may 1, 1922.
sixteenth convention, international ladies' garment workers' union, hotel statler, cleveland, o.:
best wishes and sincere greetings to all delegates. would like to be with you, but the members willed it otherwise.

israel horowitz, manager, joint board.

new york city, may 1, 1922.
henry schlenger, president, international ladies' garment workers' union, engineers auditorium, cleveland, o.:
greetings! heartiest congratulations to the delegates of the international ladies' garment workers' union in convention. in the past few years i had the honor to be closely connected with your wonderful organization in your own undertaking as well as in a campaign that did not directly concern your industry. i, therefore, cannot refrain from expressing my deep gratitude to the international ladies' garment workers' union for being one among the first to assist and fully cooperate in the many movements, like the munson case, and particularly in the campaign and in the actual freeing of our beloved caucade, eugene v. debs, and thousands of other political prisoners. good and unselfish deeds never go amiss. their seeds always take root. may good fortune and success be with you in the future as it has been with you in the past. with good wishes, i am

fraternally yours,
lucy roblcns.

new york city, may 1, 1922.
sixteenth convention, international ladies' garment workers' union, engineers auditorium, cleveland, o.:
greetings to the officers and delegates. we sin c ere hope that you will accept to be our president and lead us on to our further successes as you did in the past. may your deliberations bring success and victory to all needle industry. fraternally yours,

workers of m. millard.
54 west 21st street.

boston, mass., may 1, 1922.
sixteenth biennial convention,
international ladies' garment workers' union, engineers auditorium, cleveland, o.:
heartiest greetings of the members of the waist, dress and petticoat workers' union, local 49 to the sixteenth biennial convention of our international. let this historic convention bring about unity of action in the leadership and the rank and file of our international. let the delegates, assembled in cleveland, o., on the first of may, honor the memory and follow the example of those who sacrificed their lives for the ideals which the working class stands for. we are sorry that our delegate is not with you today to enjoy the enthusiasm of the opening, inspiring greetings, especially that of eugene v. debs. but we are with you, brothers and sisters. our delegates will join you tomorrow and will share in the burden of the great task which is before you. long live the international! long live the spirit of unity and solidarity in the ranks of the working class of our country and of the great world.

alos, with our hearts and souls for a solid and united front of our international union.

employees of the juvenile cloak co. members, local 17, i. l. g. w. u.
feldor klein, chairman.

new york city, may 1, 1922.
sixteenth biennial convention,
international ladies' garment workers' union, engineers auditorium, cleveland, o.:
heartiest greetings to the officers and delegates of the sixteenth biennial convention. we, the white
Denver, Colo., May 1, 1922.

Garment Workers' Union, Engineers Auditorium, Cleveland, O.: The Board of Trustees and Patients of Sanitarium, Jewish Consumptives' Relief Society, Denver, Colo., send congratulations to your convention and wish that your deliberations may be of benefit to your membership.

C. D. Spivak, Secy.

Benj. Sehlesinger, President, I. L. G. W. U., Local No. 25. New York City, May 1, 1922.

To the delegates assembled at the Convention: Accept our heartiest congratulations for the splendid showing of your organization. The ceaseless struggle of your organization for the last two years has been a source of encouragement and inspiration to the entire labor movement. May your deliberations result in further strengthening your organization and may it continue in the future to inspire and encourage the labor movement. Praternally,

Executive Board, Fancy Leather Goods Workers' Union.

The following telegrams were forwarded in conformity with a decision adopted at the preceding session.

New York City, May 3, 1922.

The Convention of the International Ladies' Garment Workers' Union in Convention assembled in Cleveland, O., requests you to convey to the fighting miners of West Virginia a message of cheer and admiration for their valiant and courageous stand in the defense of their rights as workmen and free-born Americans, together with the hope that they will be able to prove conclusively to the world that this treason trial was staged by the labor-hating mine barons of West Virginia as revenge for the persistent efforts of the workers to unionize the mine fields.

Benjamin Sehlesinger, President.

May 3, 1922.

New York City, May 1, 1922.

The Convention of the International Ladies' Garment Workers' Union in Convention assembled in Cleveland, O., extend their heartiest greetings to the 16th Biennial Convention of the International Ladies' Garment Workers' Union, which convenes on May 1st, 1922, in Cleveland, O. It is our hope that the 16th Biennial Convention of the International should lead the way to progress for the welfare of its membership and for the betterment of the organization and should bring harmony and unity among the working ranks of our union to the advantage of its members in the struggle against their employers.

Clayton Operators' Union, Local No. 1, and Clock Finishers' Union, Local No. 9, I. L. G. W. U.

New York City, May 1, 1922.

The Convention of the I. L. G. W. U., Engineers Auditorium, Cleveland, O.:

We, the members of the shop delegates league, at a regular meeting held on Saturday, April 26, 1922, send our heartiest greetings to the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union. It is our desire that the Sixteenth Biennial Convention of the International should lead the way to progress for the welfare of its membership. We ask that the shop delegate system should be sanctioned. It will bring unity to the workers of our industry in their struggle against their employers.

Shop Delegates League of the Clock Industry, S. Stiltz, Secy.
support and hopes that the day of your liberation from the dungeon and the full vindication of your names and honor is not distant.

Benjamin Schlesinger, President.

President Schlesinger: The Credentials Committee will now continue its report.

Brother Breslaw, the chairman of the Credentials Committee, thereupon reported as follows:

The committee received an objection against L. Horowitz, delegate of Local 1, from A. Student and Wm. Bloom, members of Local 1, charging him with participating in signing and deliberately covering a dishonest election. In the course of the examination by this committee, Brother Horowitz admitted attaching his signature to the report of the Election Committee although he knew that the election had been dishonest, claiming that he did so under the advice of Brother Bloom, then the secretary of the local. It was also proven that although the honesty of that election had been questioned and although Horowitz knew that that election had been dishonest he kept silent about it for a period of two years. He disclosed this only after he was rejected as a delegate to the convention, two years later. The astonishing fact was also proven that a candidate who was defeated at that election according to the number of votes he received, was declared elected upon the threat from said Horowitz that he would not sign the report otherwise. It was also brought out that even during the last election said Horowitz tried to intimidate certain members of the election board. The committee feels that anyone who has any connection with dishonest elections should be barred not only from the International conventions, but should be barred also from active participation in the Union. The committee also feels that it would be a discredit to this convention to have as one of its delegates a person who participated, signed and covered a dishonest election. We therefore unanimously recommend that said Horowitz should not be seated as a delegate.

No vote was taken on the recommendation of the committee, pending the arrival of Brother Horowitz as he was absent.

Brother Breslaw continued:

The committee received an objection against Delegate S. Sheley of Local 36 from Hyman Rogoff of Local 36 and A. Zeicherblatt of Local 1, claiming in substance that Brother Sheley entered into a deal with a manufacturer by the name of L. Cohen & Bros., 63 East Broadway, New York City whereby he was to remove one of its workers, Operator Glass, from the shop at that time, stated that he recognizes Sheley as the one who came to his shop in order to assist the boss in getting rid of one of the operators. He furthermore stated that immediately after Sheley left the shop the firm informed that the proposition was not acceptable as Sheley wanted too much money for the job, but Sheley before leaving told the firm that any time they are ready to pay the price they should notify him through Shiff. On the other hand, Sheley did not present any witnesses to deny this testimony. The committee is convinced by the testimony presented by the three witnesses that had the manufacturer agreed with Sheley on the amount to be paid him in order to get rid of the operator, Glass, Brother Sheley, for the sake of a few dollars was ready to conspire with the boss and deprive one of our fellow workers of a livelihood. The committee therefore unanimously agrees that Sheley is morally disqualified as a delegate and that he should not be seated as such.

Brother Sheley, in a statement, admitted that he had been approached by a person who made him the proposition referred to in the report, but that he turned the proposition down with disgust. He cited the history of his union activities, both in Europe and America, as proof of the fact that he was not of the calibre to stoop to so low a practice as he was being charged with.

Brother Amdur: Why didn't you report this matter to your union?
Brother Sheley: I thought so little of the whole thing that I did not see fit to make a charge.

Brother Halperin maintained that Brother Sheley did not answer the question satisfactorily, and that if he were such a good union man as he claimed to be, his duty was immediately to report the affair to the officers.

Brother Wexler maintained that the charge was a frame-up. He maintained that while it was a mistake in Sheley not to report the matter, anyone is likely to make a mistake in one's life. He further maintained that circumstances that existed in the local in 1920 made it inadvisable for Sheley to report the matter, as Sheley was not in good favor with the officers at that time. He stated that an investigation of the records of January, 1920, exposed the fact that Sheley had received the first week in January, 1920, $106, and that he had worked 44 hours; the second week he worked 44 hours, the third week he worked 44 hours and the fourth week 43 hours and that his employer recalled that Sheley was one hour late one morning. He maintained that this alibi would be sufficient to prove the innocence of Sheley in a capitalistic court and that it was conclusive evidence of the fact that Sheley was not guilty of the charges. Brother Wexler concluded his remarks by referring to the splendid work of Brother Sheley in organizing the workers in Long Branch, Asbury Park and Bayonne, N. J.

Brother Gorenstein argued that Brother Sheley had convicted himself when he admitted that the proposition had been made to him. He criticized Brother Sheley for asking for sympathy when Brother Sheley had shown no consideration for the man whose job was at stake. He maintained that unless Brother Sheley could answer satisfactorily why he had not complained to his officers when he had been approached, that the delegates should uphold the committee's recommendation not to seat Brother Sheley as a delegate.

Brother Fish: What happened to the man whose job was in question?

Brother Breslaw: The firm could not get rid of him by this method, and so he worked there another few months. The firm used other methods and finally got rid of him.

Brother Berlin maintained that the charge was a frame-up, and that it would have been futile for Sheley to have made charges, as it would have been his word against that of four men. He maintained that the integrity and the dignity of the convention was at stake and urged the delegates to vote in favor of seating Sheley.

Brother Schneier, of Chicago, stated that he was convinced from the evidence presented to the committee, that Sheley was guilty, and urged, in support of this contention, the fact that Sheley had produced no witnesses in his behalf.

Delegate Shane stated that the question at stake was not merely that of seating Sheley as a delegate, but that his character was on trial and that if he were not accepted as a delegate it would mean the ruin of his career. He criticized the character of the three witnesses who were called to testify against Sheley, and maintained that they were unscrupulous and of the lowest type of character. He asked why charges had not been preferred against Sheley during the time that he was on the executive board and while he was secretary of his local. He maintained that the entire charge was a frame-up on the part of the witnesses who were not allowed to go into the office of Local 1, due in part to Sheley who helped to keep them out of the office, and from this motive of revenge, they had besmirched his character. He exhibited two affidavits to the effect that a man had been approached by three men who had asked this man to make out an affidavit to the effect that Sheley was connected with the Mercer Cloak Company, a corporation shop, and the man had indignantly refused to make out such an affidavit. Furthermore, he maintained that on January 19, 1920, Sheley was working for Simon Ginsberg and Company, and that an examination of the records of that concern proved that Sheley had earned $106 the first week of January, working 44 hours, the second week he worked 44 hours, the third week he worked 44 hours, and the last week he worked 43 hours, which alibi was sufficient to prove Sheley's innocence.

Brother Lanch characterized the people who had brought charges against Sheley as criminals, and maintained that the fact that Sheley was capable of earning $106 a week was sufficient in itself to prove that he could not be tempted.

Delegate Heller denied that the International had among its members
men of such criminal character as had been depicted. He maintained that if the witnesses who testified against Sheley were proved to be honest men, Sheley stood convicted and vice versa. He then brought out the fact that Sheley himself had admitted that he was a friend of Zeicherblatt, one of the witnesses against him, for 20 years, and that if Zeicherblatt was such a criminal, Sheley himself should be characterized in the same terms.

He pointed out the contradictory evidence that had been introduced to offset the committee's report. Shane, on the one hand, maintained that Sheley was working at a salary of $106 a week at the time of the alleged occurrence as charged, whereas Sheley himself admitted that at that particular time he was out of a job, which contradictory evidence would tend to prove that either Sheley was not telling the truth or that Shane was not telling the truth. He strongly criticized Shane for resorting to attacks on personal character instead of sticking to the issue.

Brother Breslaw summed up for the committee. He vouched for the character of Brother Zeicherblatt, stating that even Sheley had admitted that he and Zeicherblatt had been friends for 20 years and Sheley had always supported Zeicherblatt when he ran for the Executive Board.

He stated that Rogoff, another witness who had appeared against Sheley, is a member of Local 35 and that no charges of any kind had ever been brought against him. Furthermore he said that Rogoff was the financial secretary of a Workmen's Circle branch and was generally known to be a good union man.

He concluded by stating that no one had ever dared to impugn the honesty of the officials of the International and he exhorted the delegates to uphold the committee's recommendation in unseating Sheley if they would maintain the purity of the International.

President Schlesinger brought out the fact that there was a contradiction as to the question of the time that the incident arose, some speaking of it as having occurred in 1919 and others as in 1920.

Brother Dubinsky, the Secretary of the committee, stated that the question of time was unimportant, since Brother Sheley admitted that such a proposition had been made to him.
Brother Sheley: I thought so little of the whole thing that I did not see fit to make a charge.

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Brother Dubinsky, the Secretary of the committee, stated that the question of time was unimportant, since Brother Sheley admitted that such a proposition had been made to him.

President Schlesinger: Brother Lanch made the statement that if a man was earning $106 a week, would he do such a thing in order to get an $85 a week job plus a bonus of $150. You, Brother Sheley, stated this incident occurred at a time when you were out of a job, in 1919. Were you, Brother Sheley, working at that time?

Brother Sheley: This proposition was made to me in 1919. At that time I was not working.

The report of the committee recommending not to seat Sheley as a delegate to the convention, was put to a vote with the following result, 55 in favor of the report, 79 against.

Further division was called for, and upon being put to a new vote, the result was 107 for the report of the committee and 77 opposed.

President Schlesinger: I declare the report of the committee adopted.

Upon motion duly made and seconded the session adjourned at 1:00 p.m. to reconvene at 2:30 p.m.

Third Day—Wednesday Afternoon
May 3, 1922—2:30 p.m.

The fifth session was called to order by President Schlesinger at 2:30 p.m.

Miss Margaret Kelleher, representing the striking textile workers, made an impassioned plea for financial and moral support of these workers by the International.

Miss Caroline A. Lowe, representing the General Defense Committee of the I. W. W., made a strong plea for financial support to help liberate the political prisoners still in jail.

President Schlesinger assured Miss Kelleher and Miss Lowe that the matters would be referred to the proper committee and that favorable action would be taken.

At this point a flashlight photograph of the delegates was taken.

Otto Branstetter, National Secretary of the Socialist Party, brought the fraternal greetings of the party to the convention.

Mr. Roewer, Boston attorney of the International, was next introduced.
Mr. Roewer: Since the conclusion of the war the labor movement has been facing a tremendous reaction. Every chamber of commerce in the United States is bent on a program of destruction of the trade union movement. In the immediate future, before you, there is a crying need for greater activity, greater loyalty than there ever was before. Your activity has to be not alone on the economic field, but it is up to you, as an obligation to the American movement, to show the way to the rest of the movement. Realizing as I do that your organization stands for a new civilization and a new social order, I am satisfied that we can discharge that obligation. (Applause).

Charles E. Ruthenberg was next introduced and was received with applause.

C. E. Ruthenberg: I come to you to present a program of unity, of solidarity in the struggle of the workers against the capitalist aggression. I speak to you as a communist, as one who accepts the leadership of the communist Internationale. It has remained for the communist Internationale to offer that program to the workers of the world which will bring about a united front. We hope that your organization stands for a new civilization and a new social order. My parting wish is that these deliberations will solidify the labor organizations of this country so that the entire working class may meet and conduct them for the workers of the world. (Applause).

Algernon Lee, director of Rand School, was next introduced.

Lee: The working class movement first and foremost must be organized to fight in the shop and on the picket line. At the same time the movement is and must be organized upon the political field. We have to build up our press in every part of the country and of the world to inform the workers of what is happening, how to voice their demands, to help them formulate their opinions and resolve. No matter what else the working class movement is or is not it can never be normal unless it is at the same time an educational movement. I believe that nothing worth while will come about except by conscious and intelligent struggle of the organized workers. I believe only in proportion as you reach the masses and develop their minds in the habit of studying, in the habit of thinking, have you made your movement safe.

Algernon Lee concluded his remarks by referring to the Rand School and asking that the International continue to support it financially as it has in the past.

President Schlesinger next introduced Abraham Cahan, veteran editor of the Jewish Daily Forward, who was given an ovation.

I thank you from the bottom of my heart for the invitation I received from your President to come here and greet you and I thank you again for the warm welcome you have extended. I want to tell you before I begin that I am going to speak about certain phases in the situation in the International. Some outsiders might contend that it is none of my business, that I should not interfere in your affairs, not being a member of your union. I don't think, however, that any of you will say anything of the kind because while I do not hold a card, I, nevertheless, consider myself as much a member of your organization as anyone else. My friend and comrade, Schlesinger, had told you a little while ago that I had the pleasure and privilege about 37 years ago to be one of the first three men to organize the first cloakmakers' union in the United States, in a certain hall which is next door to the Forward building today; and I have always been with you. That gives me the privilege, I hope, to speak to you about your own affairs.

And I think you know that I am not in the habit of mincing matters. I will speak right from the shoulder, and some of you will, perhaps, think that I am talking too much about certain phases, that I perhaps lack judgment, but I have considered the matter maturely. I know that it would be lack of judgment and courage on my part if I did not speak fairly and squarely this afternoon on what is going on in your organization. I can assure you that it hurts me more than any of your members when I see trouble in the International and there is some trouble. That fact is very well known. The press of the United States is full of that
conflict, some misunderstanding, if you
fact, that there is some trouble, some
about him. I am not going to obey
something about the situation in the
at any rate in New York and in some
will, in the ranks of your organization,
other places, excellent men, some of
not have arisen. I think that some of
later on. I will begin first by saying
about him. I am going to speak about him
the most honest and most devoted men
union. If more tact had been used by
the leaders in New York, as well as
have used a little more tact in handling
situation which has developed. (Ap-
have used a little more tact in handling
situation in New York. Some of the
take back so easily.
do in a Jewish union is to teach the
be able to obliterate it— remember one
printed in our papers and you will not
I appeal to you— you will remember it
because when you write something
foolish you can tear it up and write an-
other thing, but when everything de-
pends on your tongues it is very bad,
because what one speaks one cannot
take back so easily.
I have made a special study of the
situation in New York. Some of the
members in the so-called opposition
spoke to me and I spoke to some of
them and I know something about the
situation. Comrades of the opposition,
I appeal to you— you will remember it
because it will be taken down and be
printed in our papers and you will not
be able to obliterate it— remember one
of the great things that we must try to
do in a Jewish union is to teach the
rank and file to respect the elected of-
ficers. (Applause). It is the easiest
thing in the world for a member of the
rank and file in a Jewish union to dis-
respect his officers. Many of them
hate the very idea that somebody gets
a certain salary without working at the
machine. They have not been taught,
they have not been disciplined enough.
We come from a country, at least many
of us, which under the Czars, has had
absolutely no idea of organization.
Organization was a crime for which one
was sent to Siberia. Organizations were
underground and they were connected
with the necessity of being ready to
die for the cause. They were different
from those organizations which have
been developed in England, in Germany,
particularly in Anglo-Saxon countries,
and those of you who are a little older
than the average, will remember the
struggles we had in making the workers
stick to their union here and respect
the people they themselves elected. After
a strike was won they used to call on
me to help them organize a new union.
In this country, the most conservative
trade union people usually stick to an
organization all the more devotedly be-
cause it has been victorious. But our
people were so lacking in the elemen-
tary rudiments or organization that their
unions used to fall to pieces just after
a great strike was won. "The strike
is won, what more do I want?"— was
the general attitude. You must respect
your officers. If you want another of-
cher, agitate against him during the
time of election, but respect him in his
capacity as an officer, for he represents
you. In the old days an organization
never lasted more than a couple of
months. The workers hated to pay
dues and they were not in a habit of
respecting their own officers.
That was finally overcome, but let
us not deceive ourselves. How old is
your present union? Twelve years, I
believe. For many years you had no
real union, and it was characteristic
of our unions in olden times, that a
union was the child of a strike.
other working men it is the other way
round. In England when there is a
strong organization, they strike, but
with us it is the other way round. We
first have a strike and then we have a
union, and that is because you come from a
country where people were not organ-
ized and where the idea of discipline was
utterly unknown, and I can assure you
that Soviet Russia is suffering today
from that very same trouble because the
people are not in the habit of organiz-
ing.
Now for twelve years you have had a
union. Everything was fine. There was
no trouble. There is no trouble even
today so far as Schlesinger is concerned.
Every faction wants him. There is no
difference of opinion as to Schlesinger.
But there is a great deal of trouble
brewing so far as the other officers are
concerned. There are some elements
that are stirring up trouble. It is
very easy to stir up trouble, particu-
larly among our people, and particu-
larly at a time when unemployment has
reached such a height. You tell anybody
who is discontented that so and so is
getting $50 a week, that he is to blame,
that he is a rascal and he will believe
you. It is the easiest thing in the
world to stir up trouble, and they do
not stop to consider for a moment the
seeds they are sowing, the seed of dis-
respect for your officers. You may score
a victory for a couple of weeks, but I assure you, a few weeks later they will all turn on you and the whole thing will fall to pieces. Yours is a tender plant. Your organization is not so old and you are not so sure of yourselves and those of you who are really devoted to your union should think 500 times before you would stir up trouble.

I know that some comrades have been proposing certain measures of reform. Let us discuss these things together and arrive at a conclusion in a civilized way, but first and foremost bear in mind that your organization must be kept alive and that by stirring up trouble, you are killing your organization. Some people are trying to make a political situation of it. That is preposterous. Some want us to understand that it all hinges on the question of "right wingers" or "left wingers."

One of the previous speakers made a very sincere speech which was full of that phrase, "A united front." Well, that is what we are here for, for a united front in the International. You haven't got it, and who are the ones that are trying to break up that united front? All kinds of elements, some of them perfectly honest and sincere, some of the muddleheads, and others, mischief makers, trouble makers, people who have an axe to grind, many of them dishonest. The comrade who spoke here before and declared himself a communist, is perfectly sincere, and he is one for whom we have the greatest respect. He is absolutely sincere and honest, but he is mistaken in his position. But let me tell you that a good many people here, trouble makers, mischief makers, charlatans, are hiding under the same cloak, because that is the cloak of rebellion. Rebellion against whom? Against Capital? Nonsense! We all want the worker to revolt against Capital. But it is rebellion against your union, rebellion against the organization, because they are looking for jobs which they cannot get. Mischief makers down with them, down with them! (Great applause).

It is we who want a united front, and it is those people who are hiding under the cloak of that comrade who spoke who are doing all the mischief. I make the appeal to the brothers of the Joint Board in New York to use more tact and to be a little more comradely and friendly. Don't be too harsh, too irritable.

The Third Internationale started out by breaking up organizations all over the world. Their 21 points were almost all of them directed toward smashing up the old organizations. What has become of these 21 points? They are in the waste basket. They came to the conclusion that they could not do anything. They proceeded with the idea that a revolution was to take place all over the world the next morning, and little by little they came to the conclusion that they were mistaken and Lenin was the first man to recognize the situation and say, "We have made a great mistake in Russia. We thought we were ready for communism. We pulled our wagon up to the top of the hill. It is a great mistake. We have got to pull it down again."

They found that it was a mistake. They came to the conclusion that the world revolution was not coming over night. They said, "We cannot live on promises or on dreams. We must get something for the working class immediately." And the result is they have issued a new sort of pronunciamento, "A united front." That is the united front to which the communist who spoke a little while ago referred. And they issued orders to the communist party in every country, calling upon them to unite with the Socialist party. In Germany there is the old Social Democratic Party of the Scheidemann wing whom they cursed and called the worst enemies of the workers, and there is the Independent Socialist party and then there are the communists and they called upon them to unite, not only with the Independent Socialist party but with the Scheidemanns, because if there is to be a united front, imagine their saying, "We must have a united front, but none but communists need apply."

You have a handful of communists at this convention. If they were the only ones that were entitled to demand a united front, what would become of the rest of you? They are sending spies to work amongst you. A detective bureau will tell you that it does not pay them to send spies to the Socialist party or among the right wingers of the International. They send spies among the "left wingers" and among the honest or those who pretend to be "left wingers" and whose purpose it is to stir up trouble, to smash your organizations. Anyone of you who is trying to stir up trouble, is working for the capitalists and not for the working class. Friends and comrades, my heart bleeds at this, but I know
that everything will come out all right.
You should not have allowed a man like Sigman to leave your organization. The employers have able men. They have one of the ablest workers in the city of New York as their representative. We have an able lawyer, too, one of the ablest, but they can afford to pay 10 times as much as you pay. You have to keep your able men in your organization. Don't disgust them. Let me say this before I proceed on the question of your next election.

This is the most reactionary country in the world. If one-tenth of what had been said to you by speakers during the last three days had been attempted to be said before the average American union there would have been an outcry and the police would have been called in. A great many of you are citizens of the United States, but you come with a different mental attitude, with a different psychology, with a different training. This country so far as Socialism is concerned is far in the background. There is no class-consciousness here, and this is the only country where that is only one Socialist in the legislature, Myer London, and he comes from the district where the Forward is published, and he is a Russian Jew. I was in Berlin a few months ago, and sat at the table with some German and Russian journalists and they asked me to account for the fact that this great country has only one Socialist in Congress. I tried to explain to them and it took me a long time, but they could not understand. Belgium has a tremendous Socialist party in parliament, and several cabinet ministers. Wherever you go you find a big party, except in America. And so in this country of reaction, a reaction which has been doubled and tripled and quadrupled by the war, here, they don't want a united front, whereas in Europe, the Third Internationale is clamoring for a united front! They don't understand their own Internationale they don't understand their own party. They don't know what they are talking about, although many of them are sincere.

Why is Schlesinger in this frame of mind? I know that on previous occasions he felt tired of the job. He wanted to quit and you would not let him and there wasn't any trouble. I see a great deal of Schlesinger. We are old friends and I see a good deal of him. And I tell you frankly he is not a happy man. He is not nearly as happy as he was two years ago. He is miserable because of what is going on. Of his courage and wonderful ability and tremendous energy I need not tell you. He is a man of initiative and wonderful reserve. He took hold of the Forward and made a success of it. He put his shoulder to the wheel and with his tenacity of purpose he made it a success. When he takes up something he devotes his entire life to it, body and soul, day and night. But now the situation is one that is a source of discouragement to many. He said to me not long ago, "It is awfully hard to conduct a great union under the present situation. For you need a lot of judgment and common sense, and you have to understand the employers, and you have to know what they can do and what they cannot do and where the worker must be strong and where he must use judgment."

What is wanted now to save your organization is absolute unity. Stick together, bury your hatchets and try to understand the man who is running your union. Try to understand what is going on in his soul. He is not a happy man. He is not sure that it is possible to conduct your union under these conditions. I know that you will compel him to be president again and he will have to accept and I know that you will elect him unanimously. You cannot get another man like Schlesinger. And at the present juncture you cannot afford to let him go, but you have to understand why he feels like leaving you. He really means it. You have to make him understand that the situation will be improved and I appeal to your delegates that instead of attacking each other, get together in the interests of the union. Teach your men to have respect for their elected leaders. Get together before you leave Cleveland and by making this united front and sending a delegation to Schlesinger and making it clear to him that all the mischief that has been done will be no more, and that you are really working unitedly together, then everything will be all right and you will have the man you want in office. (Great applause).

The session upon motion duly made and carried, adjourned at 5 P. M. to reconvene Thursday, May 4th at 9:30 a.m.
Fourth Day—Thursday Morning Session
May 4, 1922—9:30 a. m.

The sixth session was called to order by
President Schlesinger at 9:30 a. m.

Secretary Baroff read the following
telegrams, which were greeted with hearty
applause:

New York City, May 3, 1922.
Sixteenth Biennial Convention of the
International Ladies’ Garment Workers’
Union, Engineers Auditorium,
Cleveland, O.:

We, the pressers of Helman, Rothman &
Bieber of New York, greet our delegates to the
Sixteenth Biennial Convention of the Interna-
tional Ladies’ Garment Workers’ Union. Your
uniting efforts in behalf of the workers in our
industry have earned our full faith and have
called forth our spirit of co-operation for your
future endeavors.

Sam Hollander, Chairman of Pressers.

New York City, May 3, 1922.
Delegates of the Sixteenth Biennial Convention of the
International Ladies’ Garment Workers’
Union, Engineers Auditorium,
Cleveland, O.:

Accept our heartiest congratulations and best
wishes. Wishing you success in all your future
activities. Long life to Local 17! Long live our
International!

Employees of T. Klpsteln.

New York City, May 3, 1922.
International Ladies’ Garment Workers’
Union, Engineers Auditorium,
Cleveland, O.:

Greetings: We are with you in spirit and ex-
tend our sincerest wishes for fulfillment in your
efforts. May victory and supreme success be
yours.

Retail Ladies’ Garment Salespeople’s Union,
Local 131.

Cleveland, O. May 3, 1922.
International Ladies’ Garment Workers’ Union,
16th Biennial Convention, Engineers
Auditorium, Cleveland, O.:

President Schlesinger and Delegates:

May the Sixteenth Convention of our Interna-
tional, which meets during such a period of
general depression, succeed in devising plans
for the maintenance of the conditions in our
industry which have been attained through so
much sacrifice on the part of our people. May
the future of our organization be viewed by
you through the light of perfect harmony and
solidarity. Yours for a strong International.

Molly Friedman,
Member of Local 30.

New York City, May 3, 1922.
Benj. Schlesinger,
Engineers Auditorium, Cleveland, O.:

The Reefer Makers and other workers of our
shop are sending you their greetings for the
courageous efforts on your part to maintain
conditions for the past two years. We are cer-
tain that your deliberations at the convention
will strengthen our ranks and lead to still fur-
ther improvements.

Workers of Edelson & Hand,
16 W. 22nd St., N. Y.

Cincinnati, O., May 3, 1922.
Abraham Baroff,
Engineers Auditorium, Cleveland, O.:

Fraternal greetings to the Sixteenth Biennial
Convention and to our comrades who are in
the vanguard of the army, struggling for a
noble and happier life for the workers.

Ladies’ Garment Cutters,
Local 30.

International Ladies’ Garment Workers,
Mr. Baroff, Secretary, Bistrler Hotel,
Cleveland, O.:

Children’s Crusade for Amnesty, composed of
thirty wives and children of political prisoners,
is in Washington on behalf of the hundred and
thirteen men still in prison convicted for ex-
pression of opinion, all of whom have long
records of service for the working class on the
political and economic field. We have estab-
lished headquarters at 633 New York avenue
and expect to remain here until freedom is
granted. We need your moral and financial sup-
port and ask that your organization make as
generous a contribution as possible for this
struggle for the restoration of constitutional
rights.

Children’s Crusade for Amnesty.

Bath Beach, N. Y., May 3, 1922.
Convention of International Ladies’ Garment
Workers’ Union, Engineers Auditorium,
Cleveland, O.:

Congratulations and wishes for a harmonious
convention. We rejoice in your victory over
your opponents. Be united and you will be al-
ways victorious!

Philip Fest, Member of Local 23.

New York City, May 3, 1922.
M. Baroff,
General Secretary-Treasurer, International
Ladies’ Garment Workers’ Union,
Bistrler Hotel, Cleveland, O.:

Dear Delegates: We, the employees of Moe
Kushin’s Shop of New York, members of the
Cloak, Skirt and Reefer Makers’ Union send
our heartiest greetings to the 16th Biennial Con-
vocation. May your efforts for the betterment of
conditions for the workers of our trade be as
successful in the future as they have been in
the past. In your struggle for justice you have
the heartiest co-operation of all the members
of the great I. L. G. W. 1. With best wishes
for success and harmony.

Boston, Mass., May 4, 1922
Sixteenth Biennial Convention, International
Ladies’ Garment Workers’ Union,
Engineers Auditorium, Cleveland, O.:

Greetings and hearty wishes for success to
our International. Hope the Boston delegation
will represent us at this convention in Clevel-
and, as we are not in a position to be there.

Ladies’ Tailors, Local 25.

Indianapolis, Ind., May 3, 1922.
Benj. Schlesinger,
President, International Ladies’ Garment
Workers’ Union, Cleveland, O.:

In behalf of the United Mine Workers of
America I thank you for your heartiest and
encouraging telegram. In reciprocal fashion.

REPORT AND PROCEEDINGS
extend to delegates attending your convention fraternal greetings and best wishes for a successful and harmonious meeting. The Mine Workers are fighting for justice, freedom, morality and decency. Your expression of interest, support and good will, will help materially.

William Green.

Brooklyn, N.Y., May 4, 1922.

Delegates and Officers, 16th Biennial Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Accept my congratulations and best wishes to the delegates of the Convention. I hope that brother Schlesinger will remain with us to continue the battle for our membership.

Alexander Student, Member Local 1.

Cleveland, O., May 3, 1922.

International Ladies' Garment Workers' Union, 16th Biennial Convention, Engineers Auditorium, Cleveland, O.: President Schlesinger and Delegates: In the name of the Women Garment Workers of Cleveland, Local 22, we are wishing you success in your deliberations. May your plans be made to accomplish 100 per cent organization among all the women working in our industry everywhere.

E. Schweitzer, Secretary, Executive Board, Local 29.


Henni Schlesinger, Engineers Auditorium, Cleveland, O.: Greetings to the 16th Biennial Convention of the I. L. G. W. U. Wishing you much success in your work for our industries and for the working class in general.

M. Stamper, Local 1.

New York City, May 2, 1922.

Sixteenth Biennial Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: Our heartfelt congratulations to all delegates and officers. May your deliberations result in maintaining closer solidarity and stronger unity amongst those whom you represent in solving the problems for the betterment of the conditions of those who toil. Joint Board of Children's Dresses, Bathrobe, and House-dress Makers' Union, Locals 41 and 59, B. Guiler, Secy.

New York City, May 2, 1922.

President Schlesinger and Delegates, Sixteenth Biennial Convention, Engineers Auditorium, Cleveland, O.: Brothet and Sisters: Accept our sincerest wishes for the ultimate success of your deliberations. We hope convention. We hope that the spirit of fraternity and good fellowship will reign and that Brother Schlesinger will remain the captain of our good ship and steer it right.

Workers of D. Pollock.

Cleveland, O., May 2, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: The National Executive Committee of the Young People's Socialist League sends its fraternal greet-
All fronts! It undertakes to defend the rights of its workers.

Arthur Roman, Fin. Secy., Local 81.

New York City, May 3, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:

Greetings to the Sixteenth Biennial Convention of the I. L. G. W. May your deliberations lead to the solution of the problems in our industry and may you ever strive towards progress and democratic principles in our organization which must ultimately lead to unity.

Clyde and Jolt Tailors’ Union, Local 9.

Cleveland, O., May 3, 1922.

International Ladies’ Garment Workers’ Union, 16th Biennial Convention, Engineers Auditorium, Cleveland, O.:

Heartiest greeting to your Sixteenth Convention. May your year in Cleveland be of great gain to our workers in the future. I wish you success in your deliberations for the benefit of the workers.

Charles Kreindler, Business Agent of the Cleveland Joint Board.

New York City, May 2, 1922.

Delegates of the Sixteenth Biennial Convention of the International Ladies’ Garment Workers Union, Engineers Auditorium, Cleveland, O.:

Accept our greetings. We hope that harmony and unity will prevail at the convention and that President Schlesinger and our other officers will continue in the service for the best interests of the vast membership of our International. Local 17, Employer of Louis Weinstein Shop.

New York City, May 3, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:

Custom Dressmakers’ Union, Local 90, congratulates the delegates to the Sixteenth Biennial Convention of the International Ladies Garment Workers’ Union. May your deliberations be crowned with success. Yours for a forty-hour week.

Executive Board, Custom Dressmakers’ Union, Local 90.

Cleveland, Ohio, May 3, 1922.

International Ladies’ Garment Workers’ Union, 16th Biennial Convention, Engineers Auditorium, Cleveland, O.:

President Schlesinger and Delegates:

Wishing you a hearty welcome to Cleveland and the highest success in your deliberations. Yours for a strong international.

Sam Reider, Member of Local 26.

New York City, May 3, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:

We extend the heartfelt congratulations and best wishes for success to the Sixteenth Biennial Convention. May unity and harmony prevail in our ranks. Don’t forget the employee of Local 90. Workers of Nettie Rosenstein.

Cleveland, O., May 3, 1922.

International Ladies’ Garment Workers’ Union, 16th Biennial Convention, Engineers Auditorium, Cleveland, O.:

President Schlesinger and Delegates:

It gives us great pleasure that we, the chairman and secretary of Locals 28 and 27, Chock and Dress Operators of Cleveland, are welcoming the delegates to the Sixteenth Convention of our International. We wish you success in all your deliberations. May your wisdom be exercised for the best interest of those who hold and may the future of our organization be one of achievement and success.

Abraham Katovsky, Chairman.

New York City, May 3, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:

Greetings to the Convention. Heartiest congratulations and sincerest wishes for your continued success.

Shirley Metz, Financial Secretary and Treasurer, Custom Dressmakers’ Union, Local 93.

Cleveland, O., May 2, 1922.

International Ladies’ Garment Workers’ Union, 16th Biennial Convention, Engineers Auditorium, Cleveland, O.:

Reu Schlesinger, President, and Delegates:

Accept our hearty greetings to your Sixteenth Biennial Convention. May your deliberations be crowned with success as worthy as your past achievements for the betterment of the conditions of all the workers in our industry and may your decisions bring complete organization of all the workers, who are struggling for their living in the Ladies’ Garment Trades. We are wishing you success.

Workers of The Kelle-Kohn Co.

Philadelphia, Pa., May 2, 1922.

President Schlesinger, Convention of the International Ladies’ Garment Workers Union, Engineers Auditorium, Cleveland, O.:

Heartiest congratulations to the Sixteenth Biennial Convention. May your deliberations for the betterment of those whom you represent be an incentive for the complete triumph of the working class.

Rennie George, Local 15.

New York City, May 3, 1922.

International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:

Greetings: Accept our heartfelt congratulations. May your deliberations bring happiness to the thousands of our workers whom you represent.

Workers of P. Britman, Local 90.

Brooklyn, N. Y., May 4, 1922.

Delegates and Officers, 16th Biennial Convention, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:

Accept congratulations and best wishes. Your Brother Schlesinger will stand by our organization in these trying days and that he will...
Sixteenth Convention of the I. L. G. W. U.

New York City, May 3, 1922.

International Ladies' Garment Workers' Union Convention, Engineers Auditorium, Cleveland, O.

Congratulations to the organization that has helped to make the history of the working class. May your work on behalf of our members be successful. Hoping that the men and women in the Ladies' Garment Industry will be organized in one big Union.

Carmelo I. Andoll, Manager, Bronx and Harlem Offices, Joint Board Dress Industry.

New York City, May 3, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.

Accept our heartfelt and best wishes to the Sixteenth Biennial Convention to the International Ladies' Garment Workers' Union.

Members of Local 58, Madame Chenkin's Shop.

New York City, May 3, 1922.

Chairman International Convention, Engineers Auditorium, Cleveland, O.

Greetings to the organization that has helped to make the history of the working class. May your work on behalf of our members be successful. Hoping that the men and women in the Ladies' Garment Industry will be organized in one big Union.

Arturo Giarasanelli.

New York City, May 3, 1922.

Benj. Schlesinger,
President, 1, L. G. W. U.,
Engineers Auditorium, Cleveland, O.

We are sending you our heartfelt greetings with love and joy. May all that you strive to undertake be crowned with the highest degree of success and may it lend to the betterment of those with whom you represent and the working class in general. Three cheers for the progress and unity of those who tell.

S. Metz, Manager,
Cheesemakers' Union of New York.

New York City, May 3, 1922.

Benj. Schlesinger,
President, International Ladies' Garment Workers' Union, Engineers Auditorium.

Telegram received, United Textile Workers of America deeply appreciate the splendid spirit of your delegates. Miss Keller on her way to Cleveland. Trust you can do everything possible to help our Textile Workers to win this strike. May the deliberations of your Convention bring happiness to the hands of Ladies' Garment Workers in America.

Sara A. Cotton.

Bath Beach, N. Y., May 2, 1922.

Convention of the International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.

Congratulations and success to our International.

Jacob Kaplan, Member of Local 23.

New York City, May 2, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.

Greetings and heartiest wishes for a fruitful convention.

Abraham Tuvim.

New York City, May 2, 1922.

Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.

Brothers: We greet this convention with the same enthusiasm as you have shown in doing the work for the working class. May your future undertakings be as successful as those in the past, may more. May your aspirations lead you to be one of the greatest factors in the consolidation of the working class in general.

Officers, Skirt and Dress Division, Joint Board of Cheesemakers, New York.

Chicago, III., May 3, 1922.

International Ladies' Garment Workers' Union, Sixteenth Biennial Convention, Engineers Auditorium, Cleveland, O.

Greetings: Success in all your undertakings.

Regard to our next President, Benjamin Schlesinger.

S. Goldfield, Member of Local 6.

Chicago, III., May 3, 1922.

Engineers Auditorium, Cleveland, O.

Many greetings and hope that this Convention may successfully solve the problems confronting our International.

Executive Board, Local 180, Dress Workers' Union, Chicago.

New York City, May 2, 1922.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.

To officers and delegates in Convention assembled, the New York Women's Trade Union League extends its heartiest congratulations on your magnificent achievements. May your efforts be towards greater unity and solidarity.

Rose Schneiderman, President.

Toronto, Ont., May 2, 1922.

International Ladies' Garment Workers' Convention, Engineers Auditorium, Cleveland, O.

Hearty Greetings: May the work and decisions of the Convention prove again to friends as well as to foes of your organization that the International Ladies' Garment Workers' Union is the solid united expression of all Garment Workers. Long live the solidarity of the Trade Union movement.

R. Guskin.
May your work at this Convention strengthen
your organization and hasten the solidarity of
the labor and Socialist movement.

Socialist Party, Sixth Assembly District.

Aaron Klein, Organizer.

New York City, May 3, 1922.

Engineers Auditorium, Cleveland, O.

Greetings: Accept our congratulations to the
Sixteenth Biennial Convention. May unity and
harmony prevail in our ranks and may your
future work be crowned with victories as great
in their results as in their aims.

Executive Board, Local 23.

BenJ. Schlesinger,
President, I. L. G. W. U., Engineers
Auditorium, Cleveland, O.

Our heartfelt greetings and felicitations to
this Sixteenth Biennial Convention. May your
present gathering serve to gain additional vic-
tories for our ever-growing organization and
may success crown all your future undertakings
and deliberations for the workers you represent.
We are quite confident that under your leader-
ship we will march onward from victory to vic-
tory.

Cloak Buttonhole Markers' Union,
Local 64.

New York City, May 3, 1922.

Delegates of the 16th Convention of
I. L. G. W. U., Engineers Auditorium,
Cleveland, O.

Heartiest greetings. May your future work
be crowned with as great victories as were
achieved in the past.

Examiners of Reisman, Rothman & Heiber
Shop, New York City.

New York City, May 3, 1922.

International Ladies' Garment Workers'
Convention, Engineers Auditorium,
Cleveland, O.

Best wishes for a successful Convention. We
are for one powerful Needle Trade organization
in this country.

Children's Clothing Workers, Joint Board
Amalgamated Clothing Workers of America.

Joseph Gold, Manager.

Cincinnati, O., May 2, 1922.

Abraham Baroff,
Engineers Auditorium, Cleveland, O.

Our heartfelt congratulations to the officers
and delegates to the Sixteenth Biennial Conven-
tion. May your deliberations be as wise and
successful as heretofore.

Clockmakers' Union, Local 63.

New York City, May 3, 1922.

International Ladies' Garment Workers' Union,
Engineers Auditorium, Cleveland, O.

Greetings: The Harlem Section of Local 48
sends its heartfelt congratulations. May your
work be crowned with such success as to con-
vince Brother Schlesinger that the voice of the
membership of our International has found him
guilty and punished him to the Presidency of
our International for another term.

James Prudenti, Chairman.

Chandler Owen, Editor of the Messenger
Magazine of New York City and Na-
tional Executive Secretary of the Friends
of Negro Freedom, delivered a brief ad-
dress, telling of the importance of or-
ganizing the negro workers who are being
used as scabs against organized white
workers.

He stated in part: "Capital realizes
that so long as it can keep the white and
black dogs fighting over the bone of race
prejudice, the employers can slip up and
get away with the meat. The cry about the
negroes being backward was like the old
cry of the Russian people being backward.
They were backward because they were not
allowed the opportunities for education
and organization. But if we begin to give
them education and organization, we will
finally begin to realize that negroes will
take their place with the white workers of
the country and bring in a new world of
labor, a new civilization, a new democ-
ropy." (Applause).

Report of the Credentials Committee by
Chairman Breslaw continued.

Brother Amdur: I move that the time
of the speakers be limited to not more
than five minutes.

Brother Nagler: I amend it to ten
minutes.

The amendment was carried.

The following discussion ensued in re-
ference to the report of the committee on
Brother Horowitz which was reported yest-
terday, when Brother Horowitz was ab-
sent.

Brother Horowitz: I am absolutely in-
nocent in the entire matter. I did not
know whether the election was legal or
illegal or whether it was conducted proper-
ly or improperly.

Brother Lefkovits: In view of the fact
that the Credentials Committee had no
time to investigate the case thoroughly,
I move that this case be referred to the
incoming Executive Board.

This motion was seconded.

Brother Shane argued that Brother
Horowitz had already been tried twice
and found innocent of the charge and
Brother Ninfo, Chairman of the Appeal Committee, stated that the Appeal Committee had had no time to investigate the affair, that it would require a special committee, to devote from two to three months before bringing in its report and, therefore, urged the delegates to vote for Brother Lefkovitz’s motion.

Upon being put to a vote, Lefkovitz’s motion was unanimously carried.

The report of the Credential Committee continued.

The committee received an objection against Delegate Morris J. Ashpis of Local 82, from William Bloom, a member of Local No. 1, charging him with defending a case with the full knowledge of the guilt of his client; and that he was instrumental in violating our International constitution and parliamentary procedure. The charges were not sustained by the committee. We recommend the seating of Delegate Ashpis.

President Schlesinger: In this connection I want to read the following telegram:

New York City, May 3, 1922.  
Benj. Schlesinger,  
Engineers Auditorium, Cleveland, O.:  
Here mailed by special delivery appeals against the seating of Ashpis and Kaplan. I request that action on the recommendations of the credential committee about Ashpis and Kaplan be postponed until appeal is heard. With fraternal greetings,  
W. Bloom, 217 E. 18th St., N. Y.

Upon being put to a vote the recommendation of the committee was unanimously adopted.

Report of the Credentials Committee continued.

The committee received an objection against Delegate Rose Wolkowitz of Local No. 22 from Joe Rabinowitz of the same local, charging that the Special Committee, which was appointed by the General Executive Board to supervise the election for Executive Board members of Local No. 22, remove her from the ballot at that time on the ground that her name appeared on a leaflet where the General Executive Board and the International was charged with using crooked means to keep the membership from carrying out its wishes, and also charging that many other accusations were made against the officers and General Executive Board of the International in that leaflet. When Sister Wolkowitz was requested by the special committee of the General Executive Board to repudiate these statements she refused to do so, whereupon her name was removed from the ballot by this committee. The committee is, therefore, unanimously of the opinion that Sister Wolkowitz should not be seated as a delegate on the same grounds for which her name was taken off the ballot by the special committee of the General Executive Board of our International.

Miss Wolkowitz denied that the leaflet referred to had been authorized by her and she therefore disclaimed responsibility for it. She maintained that no charges had been made against her and that no proof had been submitted of her guilt.

Brother Lefkovitz maintained that when Sister Wolkowitz had been asked to sign a statement, she denied that she was in any way responsible for the speaker. She had refused to do so. Instead, she later, in a letter to the Call, reiterated her vitriolic criticism of the officers. He then read the leaflet in question to the delegates.

Miss Lena Goodman maintained that no proof had been submitted that Miss Wolkowitz was responsible for the leaflet and spoke of her activities in the labor movement. She maintained that if people of Miss Wolkowitz’s type were expelled from the Union, it would mean the destruction of the radical and progressive element of the International, and its ultimate downfall.

Delegate Wexler: I should like to ask Brother Lefkovitz whether Sister Wolkowitz issued a statement denying that she had anything to do with the leaflet?

Sister Wolkowitz: On May 12, 1921, my statement appeared in the Call.

For the information of the delegates, President Schlesinger read the statement in question.

Delegate Shame: What action did the General Executive Board take in the case where a leaflet was sent out through the office, unknown to me, and sent to each and every member of Local No. 1, attacking the administration of Local No. 1, which leaflet appeared without a union label?

President Schlesinger: The matter of the circular you refer to is being investigated. The statements are conflicting. Some of those whom we questioned claimed that the circular was printed by your group, in order to discredit them. The matter will be fully investigated. (Applause).

Delegate Green: Was the committee certain of the fact that a bunch of scabs gave out this leaflet?
President Schlesinger: The committee was under the impression that anybody who called the General Executive Board a "bunch of crooks" is worse than a scab.

Upon being put to a vote the recommendation of the committee was adopted, 132 voting for and 50 against.

President Schlesinger: I heard that a statement was made last night in the lobby of the hotel with reference to some very unclean elements in our organization—unclean in the sense as discussed yesterday by Brother Shane on the floor of the convention on the question of the convention on the question of the convention. The President Schlesinger: I heard that a statement was made last night in the lobby of the hotel with reference to some very unclean elements in our organization—unclean in the sense as discussed yesterday by Brother Shane on the floor of the convention on the question of Brother Sheley—and when he was asked, "Why didn't you make a complaint about it? Why didn't you go to the Secretary or the President?"—the answer was that a similar statement was made last night in the lobby that your President is trying to get his attention.

"bunch of crooks" is worse than a scab. President Schlesinger: The committee was under the impression that anybody who called the General Executive Board a "bunch of crooks" is worse than a scab. The recommendation of the Committee was unanimously adopted.

The Committee received an objection against Delegate Ida Rothstein of Local No. 22 from Morris Stamon, a member of Local No. 22, charging that at a certain meeting, which was called for the purpose of reporting about a conference with the Association on the demands presented by the Union, and where it was decided by the Board of Directors, which called the meeting, that Brother Sieman, at that time the Manager of the Joint Board of the Waist and Dressmakers' Joint Board, should preside at this meeting. Delegate Ida Rothstein is charged with creating disturbances and trying, through unscrupulous means and methods, to break up that meeting, thereby causing a breakdown of the discipline and confidence, which was so important at that crucial time. As a result of her action, and the actions of others at that meeting, it was impossible for Brothers Sieman, Hochman and all other officers, to attempt to conduct the meeting or to enlighten the membership on the conditions in the trade. When Delegate Ida Rothstein was elected as a delegate to the Joint Board of the Waist and Dressmakers' Joint Board, she was unseated from the ballot as a candidate for the Executive Board. The Committee, therefore, unanimously recommends that Sister Rothstein should not be seated as a delegate.

Sister Rothstein asked why it was that she had been singled out as a victim, when there were many others who had created
confusion at the meeting. She maintained that Brother Sigman was the cause of the disturbance inasmuch as he insisted upon retaining the chair at the meeting against the wishes of the majority of the members present. She maintained that the Trial Committee that had tried her case had recommended to the Joint Board that her punishment should last only until the election of the new Joint Board should take place. She stated that this election had taken place eight months ago and that therefore her term of punishment had expired. She argued that one should not be tried twice for the same crime.

Brother Hochman brought out the fact that the meeting in question had been called to discuss a new agreement with the employers as the old one was about to expire, and at such a time when unity was of greatest importance, Sister Rothstein did her utmost to break up the meeting. He maintained that while he believed in radical and progressive ideas, and that everybody was entitled to his opinion, that members of the Union should proceed and conduct themselves in an orderly and proper manner instead of adopting such foul tactics as were adopted by Sister Rothstein. He stated that such tactics played into the hands of the employers.

Delegate Blevman: I move that Sister Rothstein be seated and that the matter be referred to the incoming General Executive Board for investigation.

Sister Rothstein: I am against this amendment.

Brother Sigman related the circumstances surrounding the meeting, its importance due to the fact that the old agreement was about to expire, and new demands were to be presented to the employers and he brought out the fact that the majority of members attending the meeting were orderly but that a few malcontents persisted in breaking up the meeting in spite of all his efforts to conduct it in an impartial manner; that finally when order was restored, Sister Rothstein stood up on a chair and proceeded to hoot in a loud and vociferous manner, and refused to desist even though her own followers had asked her to. He said in conclusion:

“You can imagine the feelings of the Conference Committee after such a demonstration of disunity caused by Miss Rothstein and her group. An act of this kind is equivalent to actual scabbing.”

Sister Rose Pesetla claimed that not a few but the vast majority of those present at the meeting had insisted upon a chairman of their own being elected, but that Brother Sigman persisted in maintaining the chair.

Delegate Antonini argued that it was not a question of principles that were at stake but that it was the question of Miss Rothstein’s behavior at the meeting in question. He maintained that radical thought was not only tolerated but welcomed by the International, but that the members should conduct themselves in a manner becoming Union men and women when presenting their thoughts.

Upon being put to a vote, the report of the Committee was adopted, 133 voting for and 38 against.

Whereupon, upon motion duly made and seconded, the meeting adjourned at 12:45 p.m. to reconvene at 2:30 p.m.

FOURTH DAY—THURSDAY AFTERNOON SESSION.
May 4, 1922, 2:30 P. M.

The seventh session was called to order by President Schlesinger at 2:30 p.m. Secretary Baroff read the following telegrams:

New York City, May 4, 1922.
International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:
Greetings: A fine feeling of infinite joy and faith burns in the hearts of the members of the Bronx Section of Local 48, for we are certain of great success in your worthy endeavors. We hope that Brother Schlesinger will not deny the will of its membership, but that he will champion us in the struggle to come.

Antonio Sosa, Secy.

Newark, N. Y., May 4, 1922.
Convention, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:
Joint Council of the Cap Makers’ Union of New York extends its heartiest greetings and sincerest wishes for success in all your undertakings and hope that you will successfully combat all difficulties which are confronting you.

Cap Makers’ Union, S. Lepetits, Secretary.

Boston, Mass., May 4, 1922.
International Ladies’ Garment Workers’ of America, Engineers Auditorium, Cleveland, O.:
Greetings from Boston Joint Board, Amalgamated Clothing Workers of America. Best wishes for a successful convention and a united front.

B. Albert.
New York City, May 4, 1922.

Delegates 10th Biennial Convention.
International Ladies' Garment Workers' Union. Engineers Auditorium.
Cleveland, O.

We, the workers of Fisher and Heinz's Shop, extend to you our heartiest greeting on this momentous occasion. We hope that Brother Reblesinger, who made it possible for us to retain our conditions, hailed through many years of sacrifice and struggles, will remain at the head of our organization, together with the rest of the officers of the Joint Board. We wish you success in all your endeavors.

Workers of Fisher and Heinz.

New York City, May 4, 1922.

Delegates of the 10th Convention of I. L. G. W. U. Engineers Auditorium, Cleveland, O.

Accept our fervent wishes for the success of all your undertakings with congratulations from Employees of J. P. Friedman Shop, 126 W. 27th St., New York City.

New York City, May 4, 1922.

International Ladies' Garment Workers' Union. Engineers Auditorium, Cleveland, O.

Greetings: The members of the Jersey City District of Local 46 extend their sincerest fraternal wishes for success in your enterprise. We hope that our symbol of labor, Brother Schlenger, will win for labor and our International another term.

A. Corelli, Secy.

Chairman Breslaw of the Committee on Credentials continued his report.

The attention of the Committee was called to the fact that Local 49 held its election on two days, instead of one day, as provided for in our Constitution. The Committee immediately notified Local No. 49 as follows: "According to Article LV, Section 6 of our Constitution, elections shall not continue for more than one day. You are, therefore, notified that unless you make a new election, your present delegation will not be seated." As the Local did not comply with the request of the Credential Committee, and since the method of conducting that election was in direct violation of Article LV, Section 6 of our Constitution, the Committee unanimously recommends that Delegate Sarah Bagoon, representing the sub-division of Local No. 25, the Committee therefore, finds that this is not sufficient ground to unseat Delegate Farber. But, in the course of the examination, it charging him with working illegal hours without the knowledge or permission of the office, Farber appeared before our Committee and admitted violating the rules pertaining to the working of illegal hours, but he claimed that he reported this later to the office. This was disproven by the various witnesses called in this case. The Committee had before it about twenty witnesses, and in the course of examination it was proven that not only did he violate the rules pertaining to legal hours but that while he was a Shop Chairman he overlooked and protected important irregularities in the shop and his general conduct in the shop was not becoming a member of the Union. The Committee is, therefore, of the unanimous opinion that Brother Furer is morally disqualified as a delegate and recommends that he should not be seated.

Upon motion, recommendation of the Committee was adopted.

The Committee received an objection against Delegate Simon Farber of Local No. 22 from N. Schechter of Local No. 60, charging that Farber transferred himself from Local 60 to Local 22 in an illegal manner. It was proven that while Farber was a member of Local No. 25 but during the reorganization of same he was transferred to Local No. 60, because, according to the records he was classified and recognized as a presser and as such belonged to Local No. 60. On June 13, 1921, four months after the reorganization took place and during which time Farber belonged to Local No. 60, when Farber appeared to pay his dues, he was told that his membership card is with Local No. 60. He then came to the office of Local No. 60 and without the knowledge or permission of any officer took card bearing ledger No. 840 to the office of the Operators Local No. 22 and paid his dues there, although he was employed before and at that time as a presser in the shop of Charles Holland, 1306 East New York Avenue, Brooklyn, N. Y., where he was employed until February of this year. Farber stated before our committee that since the reorganization of Local No. 25 he did not pay dues for about seven months to any Local and since he did not personally notify later himself with Local No. 60 he considered himself within his rights and privileges to connect himself with Local No. 22 because he occasionally worked as an operator.

In the opinion of the Committee, Brother Farber did not act according to the Union of a good Trade Unionist: but, in view of the fact that this happened during the time of the sub-division of Local No. 25, the Committee, therefore, finds that this is not sufficient ground to unseat Delegate Farber.
was proven that Farber did not pay any dues to the Union from the end of December, 1920, up to June 18, 1921, a period of six and a half months.

On a second occasion he again stopped paying dues on July 21, 1921, until March 23, 1922, the date of nominations of delegates to the convention of Local No. 22, again a period of eight months, this being a violation of Article 2, Section 5 of our Constitution, which reads as follows:

Sec. 5: To be eligible as a delegate to the convention a candidate must be a member of the I. L. G. W. U. in continuous good standing for at least two (2) years preceding the date of the holding of the convention.

Our Committee recommends the unseating of Delegate Farber, for, since this is a constitutional provision, we feel that it is not within our jurisdiction to recommend otherwise, although we are of the opinion that consideration should be given him.

Delegate Halpern: I move that Delegate Farber be seated.

This motion was seconded and unanimously carried.

Credentials Committee report continued: The Committee received an objection against Delegate J. Mann of Local 53 from Brother Louis Busch, a member of the same Local, on the ground that he was not in continuous good standing in his Local during the past two years. Brother Busch claims that according to the records, Mann paid his dues on August 20, 1921, which cleared him up to July 16, 1921. Then he ceased payments until February 4, 1922, a period of six and a half months, stating that this is a violation of Article 11, Section 5 of our Constitution, that a delegate must be in continuous good standing for a period of two years prior to the convening date of the convention. Since this is a violation of the Constitution the Committee recommends that he should not be seated, as it is not within our jurisdiction to recommend otherwise:

Delegate Amdur: I move that Brother Mann be seated as a delegate.

This motion was seconded and unanimously carried.

Credentials Committee report continued: The Committee received an objection against Delegate Louis Cohen of Local 60 from Brother H. Terk of the same Local, charging that during the last two years he has been engaged in the buying and selling of general merchandise under the firm name of Cohen and Wadlevsky, 147 West 22nd Street. Brother Cohen claimed that since he was unable to secure employment and he had to make a living, he made arrangements to buy and sell merchandise to private people. During the course of examination it was proven that Cohen sold the merchandise not only to private people, but also to jobbers and that he was generally known in the trade as a business man and not as a worker. The Committee is, therefore, of the unanimous opinion that he is morally disqualified to be a delegate and recommends that he should not be seated as such.

Upon motion, the recommendation of the Committee was adopted.

The Committee continued its report: Recommendations.

The following is our recommendation on the matter of systematic collection of the assessments from the various Local Unions which for some reason or other failed to pay up their assessments. These Locals should
be given three months' time by the convention in which to pay up their assessments.

In case they fail to do so, the General Executive Board should be in power to collect the amount due by adding a certain amount per week on each stamp sold to the Locals which will then be in arrears. The amount added not to exceed five cents per stamp.

We feel that if this method will be adopted that two problems will be solved: First, the International will be secured with collections of these assessments which it needs for the various organizations' campaigns that it has to conduct between conventions, and, secondly, which in our opinion is the most important, this will make it easier for many organizations to pay their assessments, as it will eliminate the payment of a large amount at one time.

We hope that the convention will unanimously adopt this recommendation and that even those Locals which are to be affected by this additional per capita, will also vote for it in a loyal spirit seeing that this is the only way of putting themselves in good standing with the International Union.

Delegate Heller: I move that this part of the report be referred to the proper Committee as a resolution.

Seconded and unanimously carried.

Brother Breslaw: This completes our report.

Respectfully submitted,
Jos. Breslaw, Chairman; David Dubinsky, Secretary; Elizabeth Rudolph; Morris Enig; H. Scheffer; Fannie Shapiro; Ignazio Chiachiara.

Brother Breslaw: I move that the report of the Committee, as amended, be adopted as a whole.

Seconded and unanimously carried.

Brother Hochman: Is there any way whereby a case which has been passed upon in the report of the Credentials Committee can be reopened after the convention has acted?

President Schlesinger: Only by a motion to reconsider. It depends of course, on whether the delegates want to reconsider it or not.

Delegate Bernstein: I move that this convention extend its thanks to the Committee on Credentials and also presents them with gold badges for the able work that they have done.

Seconded and unanimously carried.

Delegate Gorenstein: I move that the Secretary-Treasurer be instructed to notify the various Locals whose delegates were rejected, and also the candidates who have received the next highest number of votes that they are entitled to sit at the convention after the Credentials Committee had passed upon them.

Delegate Bleiman: Would you not consider it illegal if those delegates are seated though they were not elected by their respective Locals?

President Schlesinger: I would consider any one (excepting those who had been rejected by the convention) who has received the next highest vote of his local for delegate to this convention, and who has been approved by the Credentials Committee and by the convention, as being legally elected and as representative of the workers as anyone now seated as a delegate to this convention.

Upon being put to a vote, Brother Bernstein's motion was carried.

President Schlesinger: Now that the report of the Committee on Credentials has been made and accepted by the Convention, I declare the Sixteenth Convention of our International Ladies' Garment Workers' Union as legally open, and ready to transact all business that may come before it. (Great applause).

President Schlesinger thereupon proceeded to appoint the following standing Committees:

COMMITTEE ON RULES AND REGULATIONS.

Further stating that the following names be added to the Local organization for the purpose of appointing the following standing Committees:

M. Gorenstein, Chairman............................... 73
Jos. Breslaw........................................... 1
Ildore Nagler........................................... 10
Esther Avon........................................... 28
Joseph Gold............................................. 75
Arturo Velardi........................................... 48
Max J. Pevzner......................................... 59
Max J. Pevzner......................................... 64
Chas. Morris........................................... 81
Salvatore Amico....................................... 89
Louis Gallinsky....................................... 92
H. Vencil............................................... 100
Joe Snyder............................................. 101
S. Goldberg.......................................... J. B. of Montreal
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<th>Committee on Officers' Report</th>
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<td>Israel Feinberg, Joint Board, New York, Cloakmakers.</td>
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<td>Benjamin Kaplan</td>
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<td>E. Reisberg</td>
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<td>I. Schoenholz</td>
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<td>M. Zietz</td>
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<td>N. Reisel</td>
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<td>L. Friend</td>
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<td>H. Berlin</td>
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<td>L. Friedman</td>
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<td>L. Antonini</td>
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<td>H. Dardick</td>
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<td>M. Perlstein, Chairan, Joint Board Cloakmakers Cleveland.</td>
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<td>S. Caplan</td>
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<td>Simon Farber</td>
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<td>I. Bernadsky</td>
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<td>Sol Seidman, Chairman, Joint Board, Cincinnati.</td>
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<td>Rebecca Holland</td>
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<td>S. Ninso, Chairman</td>
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<td>H. Wander, Chairman</td>
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<td>J. Rubin</td>
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<th>Committee on Union Label, Cooperative and Union-Owned Shops and Factories</th>
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<td>J. Halperin, Chairman, Joint Board of Weavers and Waist, New York.</td>
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<td>J. Sheer</td>
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<td>Bella Winick</td>
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<td>H. Kurland</td>
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<td>L. Rosenblatt</td>
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Committee on National and International Relations

Local
S. Lepkovits, Chairman ............................................ 3
A. Rothenberg ................................................. 1
Mayer Cohn .................................................. 5
L. Hyman ....................................................... 9
Alfred Rose .................................................... 18
Louis Wexler ................................................... 20
John Gilman .................................................... 24
B. Bakat ........................................................ 27
Basilo Desti ................................................... 48
E. Shechtman .................................................. 63
H. Gilbert ........................................................ 78
Ph. Bartol ....................................................... 98
Bennia M. Cohn ................................................ 115
N. Weiss .......................................................... 134
Max Samuels ................................................... J. B. Toronto

Committee on Benefits, Sanatorium and European Relief

H. Schoolman, Chairman, Joint Board, Chicago.

Local
Lewis Levy ......................................................... 1
F. Rosenfarb ................................................... 3
B. Sachs .......................................................... 10
H. Chancer ...................................................... 11
M. Frank .......................................................... 12
Bernard Shub ................................................... 23
Lena Goodman ................................................... 25
A. Katolsky ..................................................... 26
A. Karinsky ..................................................... 36
M. Goldowsky ................................................... 45
Beckie Levy ..................................................... 50
Alex Brick ....................................................... 64
Morris Greifer .................................................. 82
A. Crivello ....................................................... 89

Sergeants at Arms

Local
Abraham Belson .................................................. 17
A. Rudin .......................................................... 18
Nat. Solomon .................................................... 26
Basilio Desti ................................................... 48
John Columbo ................................................... 89

Brother Goldowsky: I move that the convention accept the committees as appointed by the President.

Seconded and unanimously carried.

President Schlesinger next proceeded to read the report of the General Executive Board, which occupied the rest of the session.

At the conclusion of the reading of the report, President Schlesinger was greeted with thunderous applause.

Delegate Perlstein announced that the cutters were invited to attend a smoker given by the cutters of Cleveland, at Pythian Temple, 213 Huron Road, at 8 o'clock that evening. He also announced that a banquet would be given in honor of the delegates at the Hotel Statler, on Friday, May 5, at 8 P.M., and that on Saturday, May 6, the delegates were to assemble at 2 o'clock in the afternoon at City Hall, where a photograph would be taken. From there the delegates would be taken on a sight-seeing tour.

Delegate Wexler: I move that a telegram of appreciation be sent to Samuel Untermeier for his participation and humane work in the last cloakmakers' strike.

The motion was seconded.

Delegate Hochman: I amend the motion to include Morris Hillquit.

The motion as amended was seconded and unanimously carried.

Upon motion duly made and seconded, the session adjourned at 5:30 P.M. to reconvene Friday, May 5, 1922, at 9:30 A.M.

Fifth Day—Friday Morning Session
May 5, 1922—9:30 A.M.

The eighth session was called to order by President Schlesinger at 9:30 a.m.

Secretary Baroff read the following telegrams which were greeted with hearty applause.

Toronto, Canada, May 4, 1922.

President Schlesinger,
International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, Ohio:

Condition of health does not permit me to boldly join you at your convention. It is needless for me to have to say too much in praise of your activities on behalf of your membership which enriches the family of the working class. We are living through a critical and trying period in the industrial world and we should do everything possible to keep harmony in our own ranks, because of the employers' determination to subject the workers. May your convention be proud of its deliberations. I sincerely hope that you will again make the necessary sacrifices and continue to head your organization in its effort to better the conditions of your membership. In behalf of the United Hebrew Trades, as well as in my own name, I beg leave to greet you and wish you success.

Max Pine.

New York City, May 4, 1922.

Benj. Schlesinger,
President, I. L. G. W. U. Engineers Auditorium, Cleveland, Ohio:

Greetings on your Sixteenth Biennial Convention. May your present gathering be the means of obtaining additional victories for your organization in the future. We feel certain that under your inspired leadership the workers will march triumphantly forward to the goal of the working class.

Galician Branch, Socialist Party.
Benj. Schlesinger.
President, International Ladies’ Garment Workers’ Union, Cleveland, O.:  
Your telegram, conveying message of encouragement to striking and locked out Union members, at Cutters in their nation-wide contest for fair living wages and conditions of employment, through rational and humane collective bargaining, received, and on behalf of the Granite Cutters’ Association and all of its members I thank your Convention for its friendly consideration and moral support. Knowing your militant and progressive history and cognizant of recent great accomplishments I wish your Convention great success and that the result will be marked by continued constructive policies and achievements for the many women and men forming your great organization.
James Dunham, President.

Brooklyn, N. Y., May 4, 1922
International Ladies’ Garment Workers’ Convention, Engineers Auditorium, Cleveland, O.:  
Greetings: Our heartfelt congratulations to the officers and delegates to the 16th Biennial Convention. May your deliberations be crowned with success; unity and harmony be our motto, and the emancipation of the working class our goal. We sincerely hope that Brother Schlesinger will remain with us.
Executive Board. Cloakmakers’ Union.

Philadelphia, Pa., May 4, 1922
A. Baroff, Secretary International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:  
To the Sixteenth Biennial Convention: I, as a member of the International Ladies’ Garment Workers’ Union, want to congratulate the officers and members for the splendid achievements of the past two years. Through the able leadership of our officers we have managed to combat the attacks of our enemies. I hope Schlesinger will be re-elected.
Beckie Stein, Member, Local 11.

New York City, May 4, 1922
Delegates.
Sixteenth Biennial Convention of International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:  
Accept our heartiest greetings. Wishing and hoping that the results of your deliberations may increase the prestige of our Union.
Employees of Korditz & Rudin.

Cincinnati, O., May 4, 1922
Abraham Baroff.
Secretary, Engineers Auditorium, Cleveland, O.:  
Our heartfelt congratulations to the officers and delegates of the Sixteenth Biennial Convention. We hope that harmony will prevail among us to the end, and may this Convention mark the way for a better world. May it be the guiding light of our labor movement.

Cincinnati, O., May 4, 1922
Abraham Baroff.
Secretary, Engineers Auditorium, Cleveland, O.:  
We send our best wishes and congratulations.

New York City, May 4, 1922
Sixteenth Biennial Convention of International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:  
We wish you all a hearty success. A united Convention means a strong International. The future of the Union is in your hands.
Employees of J. Proops.

New York City, May 4, 1922
Delegates.
Sixteenth Biennial Convention of International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:  
Accept our best wishes. May your deliberations promote the struggle for the emancipation of the working class.
Max Cohen and Abe Clett.

New York City, May 4, 1922
Delegates and Officers.
Sixteenth Biennial Convention, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:  
We sincerely hope that the internal as well as the general problems of our organization will be solved by earnest deliberations at this Convention for the best interest of our entire membership, for only with a solid and united front can we overcome the coming struggle ahead of us.
J. Rubin, Manager, Protective Division; Charles Fine, J. Warshafsky, J. Kestin, I. Jacobs.

New York City, May 4, 1922
Benj. Schlesinger.
President, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.:  
Dear Sir: We, the undersigned, had an opportunity of teaching members of the International Ladies’ Garment Workers’ Union in the classes conducted by its Educational Department. We wish to convey our good wishes to the delegates of your organization assembled at Cleveland. We wish to express our appreciation of the splendid work which your Union has performed in the educational service of its members. We feel that this work has been of great value to what it actually accomplished for your members who attended the classes, and that it also served to inspire the labor movement of America to similar service. Please accept our congratulations on what you have done. We hope that the International Ladies’ Garment Workers’ Union will continue, even on a larger scale, its magnificent work for the spiritual reformation of its members which must ultimately help to gain their economic freedom.

Charles A. Beard.
Max Cohen.
Perlmutter & Kendrick.
Harry J. Carman.
Leo Wainman.
Nuewver Miller, Jr.
G. F. Schult.
B. H. H. Stolper.
Robert Birnere.
to the 16th Convention of our International and also to our delegates of Local 66.

Workers of the Rota Embroidery Shop.

New York City, May 4, 1922.

Delegates and Officers, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.

We, the workers of Singer Brothers’ Factory, send greetings to the delegates and the general organization. We hope that Brother Schlesinger will remain the President of our International and that he will not desert us at such a critical time in the history of our organization. We hope that all your deliberations will be crowned with success.

Singer Brothers’ Shop.

New York City, May 4, 1922.

Bud Schlesinger, President, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, O.

At the annual Get-together of our students, teachers and friends, which took place on April 1, 1922, the following resolutions were presented by a committee of students and adopted unanimously by the large assembly. These resolutions are important because they express so well the appreciation of the students of the aims and results of the educational work of our International.

WHEREAS, the International Ladies’ Garment Workers’ Union has conducted classes for its members for the past five years, and

WHEREAS, thousands of the members of the International Ladies’ Garment Workers’ Union have attended these classes, receiving instruction in many interesting and valuable subjects, and

WHEREAS, this education has concerned itself not only with cultural subjects, like literature and psychology, but mainly with such fundamentally important subjects as History of Trade Unionism, Problems of the Labor Movement, Applied Economics, Industrial History and similar subjects, and

WHEREAS, we consider these subjects to be of great importance to workers because they enrich their life and help them to understand their own conditions, industry, their problems, and the aims of the Trade Union Movement, and

WHEREAS, we believe that the educational work of the International has been of tremendous benefit to the members themselves, their International Union and to the Labor Movement as a whole, be it therefore

RESOLVED, (1) That we, students in the classes conducted by the International Ladies’ Garment Workers’ Union, express our enthusiasm, approval and endorsement of the educational activities conducted by the I. L. G. W. U.

(2) That we call the attention of our members to the Committee to supply the prisoners with some of the little comforts of life.

Harry Kelley, representing the Ferrer Modern School, of Stelton, N. J., was next introduced. He briefly described the work of liberal education being conducted among the children at the Ferrer School and urged that the International not only contribute financially to the support of the school, but that it appoint a representative to participate in the school’s work.

Brother H. Weinberg, representing the Freie Arbeiter Stimme, was the next speaker to address the delegates. He stated that the office of the Freie Arbeiter Stimme had burned down, and appealed for financial help, in order to re-
establish the office, as a source of agitation and enlightenment for the workers.

Vice-President Gorenstein, Chairman of the Committee on Rules and Regulations, proceeded to report as follows:

Report of Committee on Rules and Regulations.

Your committee on rules and regulations unanimously recommends the adoption of the following rules by which the Convention shall be guided:

Rule No. 1. The Convention shall be called to order at 9:30 A. M. and remain in session until 12:45 P. M. It shall convene at 2 P. M. and remain in session until 5:15 P. M. except on Saturdays on which the session shall be from 9:30 A. M. to 12 M.

The recommendation of the committee was unanimously adopted.

Rule No. 2. If a delegate, while speaking, be called to order, he shall, at the request of the chair, take a seat until the question of order is decided.

The recommendation of the committee was unanimously adopted.

Rule No. 3. Should two or more delegates rise to speak at the same time, the chair shall decide who is entitled to the floor.

The recommendation of the committee was unanimously adopted.

Rule No. 4. No delegate shall interrupt another in his remarks, except if it be to call him to a point of order.

The recommendation of the committee was unanimously adopted.

Rule No. 5. A delegate shall not speak more than once on the same question without permission from the Convention.

The recommendation of the committee was unanimously adopted.

Rule No. 6. Speeches shall be limited to ten minutes, but the time of speaking may be extended by vote of the Convention.

The Committee recommends that this rule be strictly observed.

Delegate Rothenberg: I amend it to 15 minutes.

The recommendation of the committee was unanimously adopted.

Rule No. 7. A motion shall not be open for discussion until it has been seconded and stated from the chair.

The recommendation of the committee was unanimously adopted.

Rule No. 8. When a question is pending before the Convention, no motion shall be in order except to adjourn, to refer, for the previous question, to postpone indefinitely, or postpone for a certain time, or amend, which motions shall have precedence in the order made.

The recommendation of the committee was unanimously carried.

Rule No. 9. Motions to lay on the table shall not be debatable except as limited by other rules of order.

The recommendation of the committee was unanimously carried.

Rule No. 10. A motion to reconsider shall not be entertained unless made by a delegate who voted in the majority and shall receive a two-thirds vote of the Convention.

Delegate Farber: I amend it to read an ordinary majority instead of a two-thirds majority.

Delegate Gorenstein argued that as a matter of expediency in order that the convention might get through with its work, the two-thirds majority should stand.

Delegate Mann contended that the delegates might be carried away for the moment in voting and that their mature judgement might cause them to change their mind, so that a majority vote for reconsideration was more desirable.

Upon being put to a vote, the amendment was lost and the recommendation of the committee carried.

Rule No. 11. That the Report of Committees shall be subject to amendments and substitutes on the floor of the convention, the same as the other motions and resolutions.

The recommendation of the committee was unanimously adopted.

Rule No. 12. It shall require at least twelve delegates to move the previous question.

The recommendation of the committee was unanimously adopted.

Rule No. 13. All resolutions shall bear the signature of the introducer and the name of the organization he or she represents and shall be in duplicate.

The recommendation of the committee was unanimously adopted.

Rule No. 14. No debate shall be declared closed until the signer of the motion or one of the signers of the resolution shall have the privilege of the floor.

The recommendation of the committee was unanimously carried.

Rule No. 15. After previous question has been put and decided upon the parties involved in the particular question shall be permitted to speak in their own behalf.
The recommendation of the committee was unanimously carried.

R u l e  N o . 1 6. No resolution shall be received after Saturday, May 6, 1922, 12 M., without the consent of two-thirds of the Convention.

Delegate Amdur: I amend it to read until Monday morning.

President Schlesinger: I suggest that it read up to Sunday, 6 P. M., so as to enable us to have most of the resolutions printed in Monday's proceedings.

President Schlesinger's suggestion was accepted by Delegate Gorenstein, the Chairman of the committee and the rule as amended was unanimously carried.

R u l e  N o . 1 7. When a roll call ballot has been ordered, no adjournment shall take place until the result has been announced.

The recommendation of the committee was unanimously adopted.

R u l e  N o . 1 8. When a delegate addresses the Convention in any other than the English language, the main points of his remarks shall be interpreted by the chairman or any other delegate appointed by the chair.

The recommendation of the committee was unanimously adopted.

R u l e  N o . 1 9. Registration cards shall be furnished by the Convention of each session. Any delegate not registered within thirty minutes after the Convention is called to order shall be marked absent and the list of absentees shall be printed in the daily proceedings.

President Schlesinger suggested that it be changed to read: "Within 15 minutes after the convention is called to order."

Delegate Gorenstein accepted the amendment which was unanimously carried.

R u l e  N o . 2 0. Roll call may be called upon any question at the request of not less than fifteen delegates from five different locals.

Delegate Shane argued that the rule was too harsh and urged that the procedure adopted at the last convention, namely 9 delegates from three different locals be necessary in order to have a roll call, be also adopted at this convention.

Delegate Pinkofsky: I make an amendment that it read seven locals, three delegates from each local.

Delegate Heller: Point of order. We have some locals that have only one delegate.

President Schlesinger: The point of order is well taken.

Delegate Rosenthal: I amend it to read three delegates each from three different locals shall be entitled to call the roll.

President Schlesinger: The chair will rule this amendment out of order, for the same reason that he ruled the amendment of Brother Pinkofsky out of order.

Delegate Farber: I amend it to read nine delegates from three different locals shall be enough to ask for a roll call.

Delegate Gorenstein argued that he did not want the locals to be canvassed for a roll call, and that 15 was a small enough number to require a roll call.

Upon being put to a vote the amendment of Delegate Farber was lost, 68 voting for and 102 against. The committee's recommendation was carried.

R u l e  N o . 2 1. Roberts' Rules of Order shall be the guide on all matters not herein provided.

Recommendation of the committee unanimously carried.

R u l e  N o . 2 2. The main body of the hall shall be reserved for delegates only.

Recommendation of the committee unanimously carried.

R u l e  N o . 2 3. The delegates shall retain the same seats all through the Convention, occupied by them during the first session of the Convention.

Recommendation of the committee unanimously carried.

Respectfully submitted by your Rules and Regulations Committee.

M. GORENSTEIN, Chairman.
ISIDORE NAGLER, Secretary.
Joe Borochowitz, Local No. 1,
Esther Ayan, Local No. 29,
Joseph Gold, Local No. 35,
Arturo Velardi, Local No. 48,
Adolph Fraeman, Local No. 59,
Max Libow, Local No. 64,
Charles Morris, Local No. 81,
Salvatore Amico, Local No. 89,
Louis Gainesky, Local No. 92,
B. Vogel, Local No. 100,
J. Snyder, Local No. 101,
S. Goldberg, Joint Board, Montreal.
Delegate Gorenstein: I move you to adopt the report of the committee as amended by the convention. Secedeed and unanimously adopted.

President Schlesinger: The committee is discharged with thanks. At the request of the Italian delegates, I have made the following changes in the committee: I have taken Delegate Desti appointed, and substituted Delegate Columbo of Local 9 and added them to the Sargeants of Arms of this convention.

CREDENTIAL COMMITTEE
Delegate Breslaw: We have received the following credentials:

Local 49, Ladies' Waist Makers of Boston, regular delegate, Sarah Bogoon.

We have received as alternates from Local 11, Waist Makers' Union of Brownsville, Louis Brook.

Waist and Dress Pressers of New York, Local 68, alternate delegates, Max Guzman and Max Schecter.

Upon motion the recommendation of the Committee was accepted and the delegates seated.

The chairman of the various committees announced the time and meeting place for their respective committees.

The following resolutions were introduced during the session:

Resolution No. 1. Introduced by delegations of the Boston locals.

WHEREAS, there are in the city of Boston seven locals of the I. L. G. W. U., namely Locals 7, 12, 24, 36, 49, 56, and 73 of which only four, namely 12, 56, 24, and 73 are affiliated with the Joint Board of the Boston Cloak and Skirtsmakers' Union, while the remaining three locals, 7, 36 and 49, are maintaining and carrying on the work of their locals independently; and

WHEREAS, it is the opinion of the two locals that such a system is impracticable and inefficient and if all these locals were under one Joint Board that the energy and money could be used for better results which would be of great benefit to the different trades of the Boston locals, be it therefore

RESOLVED, that the 16th Biennial Convention instruct the incoming General Executive Board immediately after the adjournment of this Convention, to proceed in the establishment of one Joint Board of all the locals in the city of Boston.

Referred to Committee on Resolutions.

Resolution No. 4. Introduced by delegation of Locals 73 and 12.

WHEREAS, Local No. 56 of Boston which is affiliated with the Boston Joint Board has been granted by the General Executive Board the privilege of being represented by ten delegates, and

WHEREAS, our constitution provides that only five delegates shall represent each local, be it therefore

RESOLVED, that this Convention instruct the incoming General Executive Board to withdraw the said five delegates from the Boston Joint Board.

Referred to Committee on Adjustment.

Resolution No. 5. Introduced by Local No. 4, Baltimore, Md.

WHEREAS, the Educational Department, functioning as part of the I. L. G. W. U. for the past five years has made no effort to extend its work among the workers in Baltimore, and

WHEREAS, the garment workers of Baltimore are eager and ripe for educational activity among them, be it therefore

RESOLVED, that the incoming General Executive Board be instructed by this Sixteenth Biennial Convention to extend the activity of the Educational Department to embrace the workers of Baltimore, and be it further

RESOLVED, that this work be inaugurated for the coming fall.

Referred to Committee on Education.

Resolution No. 6. Introduced by delegations of the Boston and Worcester locals.

WHEREAS, there are a number of shops in the City of Worcester engaged in the manufacture of ladies garments, employing a large number of men and women who are still outside of the ranks of our Union, and
WHEREAS, the workers are working under conditions and receiving wages inferior to those prevailing in union shops, which fact obviously endangers conditions existing in union shops and threatens to overthrow them, and
WHEREAS, in view of present conditions there is great dissatisfaction among the non-union workers who are now ripe for organization, be it therefore
RESOLVED, that this 16th Biennial Convention of the I. L. G. W. U. instruct the Incoming General Executive Board to start an immediate campaign in order to assemble, in the city of Boston, all assorted garment workers in the city of Boston, Massachusetts.

Referred to Committee on Organization.

Resolution No. 7.

Introduced by A. Snyder, Joint Board of Boston.

WHEREAS, there are a number of custom ladies' tailoring establishments in the City of Boston, employing a great number of men and women who have not yet been organized, be it therefore
RESOLVED, that the incoming General Executive Board make arrangements in order to assemble those workers.

Referred to Committee on Organization.

Resolution No. 8.

Introduced by M. Goldowsky and delegation of Local No. 3.

WHEREAS, the designers in the cloak, suit, skirt and refluxers' industry are working under deplorable conditions, and are mistreated and exploited and discharged without substantial reason at the will of their employers, notwithstanding the fact that they are considered essential factors in the industry, and
WHEREAS, great unemployment exists among the designers for these reasons all the year round, and
WHEREAS, the designers have been organized through the help and co-operation of the Joint Board of the New York Cloakmakers' Unions and are known as the United Designers of Ladies' Wear, Local No. 33, and have been granted a charter by our International Ladies' Garment Workers' Union, be it therefore
RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union assembled in Cleveland, Ohio, May 6-11, 1921, instruct the incoming General Executive Board and the Joint Boards of the Ladies' Garment Industries of New York and vicinity that when they negotiate agreements with their employers, whether individually or collectively, a clause be inserted in these agreements binding the manufacturers to employ designers in their respective factories; and that these designers shall be members of the United Designers of Ladies' Wear, Local No. 45; and shall receive the same protection as any other members of whatever other locals included in such agreements.

Referred to Committee on Resolutions.

Resolution No. 9.

Introduced by Waist and Dress Joint Board of New York.

WHEREAS, the General Executive Board in accordance with the decision of the 16th Biennial Convention of the I. L. G. W. U. has organized the Joint Board of the Dress and Waist Industry of Greater New York and vicinity, and
WHEREAS, the formation of such a Joint Board was intended to benefit the workers of these industries by unifying the control of the industry and centralizing the work of the organization, and
WHEREAS, the General Executive Board also has chartered the Dreamers' Union of Greater New York, Local No. 22, and
WHEREAS, Local No. 22 is a part of the locals making up the above-mentioned Joint Board of the Dress and Waist Industry of Greater New York and vicinity, and
WHEREAS, in accordance with the constitution it is the object of the Joint Board to take care of the conditions in the shops and is also responsible for the organization of the non-union shops of the industry, and
WHEREAS, there is another local, a part of the Joint Board Cloak, Suit, Skirt and Refluxers' Union, which also controls a part of the dress shops, and
WHEREAS, the existence of two such locals in the same industry is subversive to the interests of the workers and interferes with the workings of the Joint Board Dress and Waist Industry of Greater New York and vicinity, and is contrary to the Constitution, therefore, be it RESOLVED, that the incoming General Executive Board instruct all the industries in order to organize those workers.

Referred to Committee on Organization.

Resolution No. 10.

Introduced by Delegation of Local No. 50.

WHEREAS, the constitution of our International, namely Article 6, Section 2, provides that no two locals of the same craft shall be permitted in the same town, and
WHEREAS, the charter of Local No. 50, issued on December 13, 1920, specifically includes within its membership Cloak, Suit and Dress Finishers, and
WHEREAS, a number of dress finishers still belong to Local No. 50, and this local still continues initiating finishers as members, be it therefore
RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. instructs Local No. 100 to transfer, immediately after the adjournment of the convention, all the finishers belonging at present to their local to Local No. 50.

Referred to Committee on Adjustment.

Resolution No. 11.

Introduced by delegation of Local No. 23.

WHEREAS, the non-union shops out of town have become a grave problem and are menace threatening the existence of the local unions in the women's wear trades which manufacture a cheaper line of garments,
WHEREAS, the work conditions even in the better grades of work are threatened in the organized cities by these out-of-town unorganized shops, be it therefore

RESOLVED, that the 16th Biennial Convention instruct the incoming General Executive Board to spare no effort and money to organize these out-of-town shops, even going to the extent of having a special tax levied upon our members for that purpose.

Referred to Committee on Organization.

Resolution No. 12.

Introduced by delegation of Local No. 258.

WHEREAS, the only system of work which is truly beneficial to our workers in the work-work system, and the cloak, skirt and reefer trades are working under that system and be it therefore

RESOLVED, that the 16th Biennial Convention decide to inaugurate the work-work system in the dress industry and instruct the incoming General Executive Board to carry out the resolution at the earliest opportune time.

Referred to Committee on Resolutions.

Resolution No. 13.

Introduced by delegation of Local No. 538.

WHEREAS, the International educational budget, which is $25,000 annually, is expended mainly in New York, and

WHEREAS, there is a great desire for educational work in the western states where several attempts have been made without success, owing to the lack of finances and direction, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to appropriate a sum of money for educational work in the western states, with its main headquarters in the city of Chicago.

Referred to Committee on Education.

Resolution No. 14.

Introduced by delegations of the Chicago Joint Board Locals.

WHEREAS, at present the majority of the locals of the I. L. G. W. U. have sick benefit funds and

WHEREAS, a member being transferred from one local into another cannot obtain any sick benefit before being a member of the new local for six months, and

WHEREAS, this condition of affairs is unfair and detrimental to the members of our societies who have paid sick benefit dues for years, be it therefore

RESOLVED, that the International Ladies' Garment Workers' Union hereafter combine all the sick benefit funds of the various locals under its jurisdiction and management and that such benefits be paid from the General Office directly.

Referred to Committee on Benefits, Sanatorium and European Relief.

Resolution No. 15.

Introduced by delegations of the Chicago Joint Board Locals.

WHEREAS, there are thousands of unorganized workers in the ladies' garment trades in the middle west and western states engaged in the making of cloaks, suits, waistlines, dresses, raincoats and embroidery, and

WHEREAS, the conditions prevailing in the unorganized shops are far below the standards of the union shops, and

WHEREAS, the Joint Board of Chicago cannot, by itself, take care of the rapid growth of the non-union shops, which is undermining our organization, and

WHEREAS, experience has taught us that an organization campaign conducted by our International would give prestige to a movement, especially when directed from an office established in the middle-west, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to immediately after this convention establish a permanent branch office of the International in the city of Chicago for the purpose of organizing the above referred to trades in the middle-west and western states.

Referred to Committee on Resolutions.

Resolution No. 16.

Introduced by the delegations of the Philadelphia Joint Board.

WHEREAS, the American prisons are still filled with political prisoners though the war is over long ago, and

WHEREAS, the only crime of these jailed workers is their devotion to the interests of the workers, be it therefore

RESOLVED, that the 16th Convention of the I. L. G. W. U. assembled at Cleveland, Ohio, resolves that the Convention instruct the President of the United States to immediately free all political prisoners, and be it further

RESOLVED, that the Convention instructs its delegates to the forthcoming convention of the American Federation of Labor to introduce and work for the passage of such a resolution.

Referred to Committee on Resolutions.

Resolution No. 17.

Introduced by delegation of the locals of the Philadelphia Joint Board.

WHEREAS, the Waist and Dress Makers' Union, Local No. 15, has carried on a heroic fight against the Waist and Dress Manufacturers and Chamber of Commerce of the City of Philadelphia, and only after a long and bitter struggle of twenty-six weeks, the strike was given up, and

WHEREAS, the manufacturers are taking advantage of that lost strike and the conditions in the shops are unbearable, be it therefore
RESOLVED, that this convention instruct the incoming General Executive Board to renew the strike against the Waist and Dress Manufacturers' Association of Philadelphia, at the earliest and most opportune time, and be it further RESOLVED, that we the Joint Board of the Cloak and Skirt Makers' Union of Philadelphia pledge ourselves to render all assistance possible to the benevolent associations and brothers of Local No. 15, in order to abolish the existing slavery and restore union conditions again into their trade.

Referred to Committee on Resolutions.

Resolution No. 15.

Introduced by the delegation of the Philadelphia Joint Board Locals.

WHEREAS, there are thousands of unorganized ladies' garment workers all over the United States and Canada, and

WHEREAS, there is a tendency on the part of the employers in all the organized centers to move their plants to smaller towns where they can obtain cheap labor and work longer hours, as is the case in the waist industry in the city of New York and also in the cloak trade in a number of cities, a tendency and a menace that is growing bigger and bigger every year, and

WHEREAS, at present there is no permanent agency or department within the International to combat or to check this evil in our industry, be it therefore

RESOLVED, that this convention decide to establish an organization department within our International and also a permanent Organization Committee, consisting of three members of the General Executive Board—two to be residents of New York City and one from outside, in order to carry on a systematic and thorough-going campaign among the unorganized workers in our industry.

Referred to Committee on Organization.

Resolution No. 19.

Introduced by delegations of the Chicago Joint Board Locals.

WHEREAS, the conditions of our industry are of such nature, that a number of our members are compelled to travel from city to city, due to the seasonable nature of our trade, and

WHEREAS, those members are mostly not in a financial condition to meet the local assessments placed upon them, and

WHEREAS, our constitution provides that a local has the right to charge a transferred member all its local assessments, and

WHEREAS, in some cities the members meet with hardship before getting permits to work unless all local assessments are paid up fully, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. held in Cleveland in 1862, decides that no local union maintain the right to charge its local assessments to any transferred member of the I. L. G. W. U., especially to those members who have paid such assessments previously in the local from which it was issued.

Referred to Committee on Law.

Resolution No. 20.

Introduced by the delegation of the Chicago Joint Board Locals.

WHEREAS, the International decided to give up the Sanatorium Fund due to the fact that a number of locals have refused to remit their per capita to this Fund, be it therefore

RESOLVED, that this 16th Convention of our International re-establish this Tuberculosis Sanatorium Fund making it compulsory upon all locals to contribute towards this Fund or by getting together such locals that are willing to materialize this plan for the benefit of their membership and carry it through with their help.

Referred to Committee on Benefits, Sanatoriums and European Relief.

Resolution No. 21.

Introduced by Local No. 124.

WHEREAS, the International, through its out-of-town organization department has organized in the city of Hackensack, N. J., a local known as the Hackensack Cloak, Waist and Dressmakers Union, Local No. 134, I. L. G. W. U., and

WHEREAS, the shops over which this local has jurisdiction are all contracting shops, working with one single exception, for jobbers or manufacturers with whom the Joint Board of the Cloak, Skirt and Reefer Makers' Union of New York has agreements, and

WHEREAS, it would be to the best interest of the workers of Hackensack, as well as the New York workers, that the Joint Board of New York should have direct control over shops which are working for New York manufacturers or jobbers, and

WHEREAS, the Hackensack local is now firmly established, having a membership of three hundred and its members have expressed their willingness and desire to be taken into that great family of the New York Joint Board of the Cloak, Skirt and Reefer Makers' Union, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. recommend that the Joint Board of the Cloak, Skirt and Reefer Makers' Union take the Hackensack Local No. 134 into its fold in the very near future.

Referred to Committee on Adjournment.

Resolution No. 22.

Introduced by delegations of the Chicago Joint Board.

WHEREAS, the signing of the Peace Treaty finds in American civil and military prisons, or under bail pending trial or appeals, large number of men and women whose offense or alleged offense is of a political nature, and

WHEREAS, the sole justification for such prosecution and imprisonment, that of war time necessity, no longer exists, and

WHEREAS, a number of men and women under similar charges have been released by the President and Congress of the United States, be it therefore

RESOLVED, that it is the sense of the delegates to the Sixteenth Convention of the I. L. G. W. U., assembled in Cleveland, Ohio, that the further prosecution and imprisonment in
the United States of a body of political offenders in contrary to the democratic ideals and the traditions of freedom to which our country is committed, and be it further

RESOLVED, that the I. L. G. W. U. delegates to the American Federation of Labor stand instructed to introduce a resolution instructing the A. F. of L. of the U. S. of A. to urge upon the present Congress the immediate release of all political prisoners.

Referred to Committee on Resolutions.

Resolution No. 23.

Introduced by delegation of Local No. 15.

WHEREAS, the Waist and Dressmakers' Union Local No. 15 of Philadelphia was the first local union of the International that was attacked by the employers in the "Open Shop" campaign, and

WHEREAS, the said local union was on strike for twenty-six weeks, and was compelled by force of conditions to give up the strike without reaching a settlement, and

WHEREAS, Local No. 15 had under its control the entire waist and dress industry of Philadelphia, be it therefore

RESOLVED, that this convention indulge a general strike for the city of Philadelphia in the waist and dress industries, and empowers the incoming General Executive Board to call the strike as soon as it will see fit.

Referred to Committee on Resolutions.

Resolution No. 24.

Introduced by all Boston and Worcester Locals.

WHEREAS, the waist, dress and Petticoat workers of the city of Boston have made attempts to organize the workers in that industry, and

WHEREAS, the five or six hundred that do belong to the union have the greatest difficulty in maintaining the conditions obtained in some of the shops due to the fact that the greatest number of shops in the city are non-union and conditions in them are much inferior to those in union shops, and

WHEREAS, union men and women work in factories with non-union workers and under non-union conditions, and

WHEREAS, a general organization campaign in the waist, dress and Petticoat industry in the city of Boston would result in the organization of the Boston industry, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to institute an organization campaign immediately upon the adjournment of this convention, and be it further

RESOLVED, that the Sixteenth Biennial Convention indulge a general strike in order to obtain full control of the waist, dress and Petticoat Industry in Boston.

Referred to Committee on Resolutions.

Resolution No. 25.

Introduced by delegation of Local No. 15.

WHEREAS, during the recent strike of Local No. 15 many Philadelphia waist and dress firms have moved their factories to country towns in New Jersey and Pennsylvania, and

WHEREAS, these small town shops are closely connected with the Philadelphia market which naturally affects union standards in that city also, be it therefore

RESOLVED, that this convention instruct the incoming General Executive Board to start and conduct an organization campaign in the vicinity of Philadelphia in the waist, dress and children's dress trades.

Referred to Committee on Organization.

Resolution No. 26.

Introduced by delegation of the Chicago Joint Board.

WHEREAS, the 15th Biennial Convention of the International Ladies' Garment Workers' Union decided to establish a joint board in the dress and waist industry of the city of New York and instructed the General Executive Board to immediately take steps to carry out same, and

WHEREAS, at the same convention, Resolution No. 115 was introduced asking the convention to instruct the incoming General Executive Board to bring about the amalgamation of the two dressmakers Locals No. 22 and No. 23, and

WHEREAS, the Committee on Officers' Report considering this resolution stated, "It is quite obvious that our proposal for the creation of a Joint Board within Local No. 25 does away with the necessity of taking action upon this resolution (115) as well as on the preceding one (relating to the same question)" meaning thereby the transfer of the control of all dress shops in New York City to such a dress and waist Joint Board, and

WHEREAS, the above decision about the formation of a joint board in the dress and waist industry of the city of New York has been carried into effect and representatives of the Joint Board and the dressmakers' local have
appeared at the meeting of the General Executive Board held in the city of Boston, Baltimore and St. Louis, stating that the decision of the convention about the amalgamation of the dressmakers' locals No. 22 and No. 23 of the city of New York be effect, and the General Executive Board failing to take definite action on such request, and

WHEREAS, the existence of two dressmakers' locals in one and the same city does not only work hardships and creates complications in the management and control of the industry by the Joint Board of the Dress and Waistmakers' Union but is also in violation of the letter and spirit of our constitution, be it therefore

RESOLVED, that this convention instruct the incoming General Executive Board to immediately proceed with the transfer of the dress shops under the control at present of Local No. 28 to the control of the Joint Board of the Dress and Waistmakers' Union, and the transfer of the dressmakers, at present members of Local No. 22 to the Dressmakers' Union, Local No. 22.

Referred to Committee on Officers' Report.

Resolution No. 28.

Introduced by the delegation of the Cincinnati Joint Board locals.

WHEREAS, the Joint Board of the Cloakmakers Union of Cincinnati has lost several buildings in the biggest cloak factory in that city, has gone out of business as a result of a strike to maintain the work-work system, and

WHEREAS, the same small shops have been started by managers, designers and foremen formerly employed by that concern, which are conducted as non-union shops, and

WHEREAS, such a condition undermines the union standards and working conditions in the union shops controlled by the Joint Board of Cincinnati, and

WHEREAS, the Joint Board of Cincinnati is not in a position to finance and carry on the work of organizing these non-union shops, and

WHEREAS, there are also in Cincinnati about eight hundred workers employed in the manufacture of skirts, dresses and white goods and these workers are unorganized and work under non-union conditions, be it therefore

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. instruct the incoming General Executive Board to carry on an organization campaign among these non-union workers in order to enroll them into the ranks of our International and to give the Cincinnati Joint Board every possible financial assistance to carry out this task.

Referred to Committee on Organization.

Resolution No. 29.

Introduced by delegation of Local No. 82.

WHEREAS, the Examiners, Squares (Graders) and Butchers Union is affiliated with the International Ladies Garment Workers Union as Local No. 82, since May 23, 1917, and

WHEREAS, the local union, in accordance with the decision of the 14th Biennial Convention of the I. L. G. W. U., is affiliated with the Joint Board, Cloak, Skirt and Reefer Makers Union since September, 1918, and

WHEREAS, we have not, up to this date, succeeded in obtaining full recognition in all agreements, which condition hinders to a great extent, in the organizing of a number of workers, and practically interferes with the possibilities of protecting our members in other shops, and

WHEREAS, the General Executive Board and the officers of the I. L. G. W. U. participated in the working out of the agreement made in 1918, which ends June 1, 1922, and participates in the working out of all agreements made in the cloak industry, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. instructs the incoming General Executive Board to use all efforts in securing full recognition for our local union in all future agreements made in the cloak industry, be it therefore

Referred to Committee on Resolutions.

Resolution No. 30.

Introduced by delegation of Local No. 82.

WHEREAS, in former years the dues stamps were posted on the members' constitution books, which were changed every two years after the Convention, thus enabling the I. L. G. W. U. to embody the new amendments made at each Convention in the new issues of the constitution, and enabling the members at the same time, to know all the latest changes in the constitution made at the last Convention, thereby being able at any time to find out their rights and privileges as members, and

WHEREAS, since 1916, when separate dues cards were made, the members no longer receive a new constitution book after the Convention, although at each Convention of the last four years, new amendments were made, and at the Convention of 1918 the entire constitution was revised, and

WHEREAS, the great majority of our membership is no longer familiar with the by-laws of our constitution, and has no knowledge of most of the union rules, and of their rights and privileges as members, and

WHEREAS, such a condition may be injurious to the welfare of our I. L. G. W. U. and of our locals, be it therefore

RESOLVED, that the incoming General Executive Board, at its first meeting after the Convention, shall take this matter up and work out a plan to enable our members to be familiar with the most important articles of the constitution, such as Membership, Dues, Joint Boards, Trials and Appeals, etc., or if it is possible finding a way of binding the new constitution with the dues book once in two years.

Referred to Committee on Resolutions.

Resolution No. 31.

Introduced by delegates (63 in number) of locals in various cities.

WHEREAS, Savio and Vanzetti have been found guilty of murder in the first degree by a jury full of prejudice on framed-up evidence, and

WHEREAS, Savio and Vanzetti are not guilty of any crime, in our opinion, other than being radicals and loyal to the workers, and

WHEREAS, these charges are sponsored by persons connected or influenced by the Massachusetts Chamber of Commerce and other financial interests, be it therefore
RESOLVED, that the delegates of the 16th Biennial Convention of the International Ladies' Garment Workers' Union, recognize in these charges as our President Schlesinger has made clear in one of his communications to the locals nothing, other than an attempt to paralyze the honest and conscientious work of those who are leading organized labor to better conditions, and be it further

RESOLVED, that a protest be sent to the Executive Judicial Officers of the Commonwealth of Massachusetts to grant to these two innocent victims a new and impartial trial.

Referred to Committee on Resolutions.

Resolution No. 32.

Introduced by delegation of Local No. 48.

WHEREAS, in the city of Philadelphia there are a great number of unorganized Italian cloakmakers and ladies tailors, and

WHEREAS, the Joint Board of that city has started an organizing campaign without arriving at their desired aim, and

WHEREAS, past experience have proven that the best way to interest the Italians to organize in labor unions is by granting them a separate local, therefore be it

RESOLVED, that the 16th Biennial Convention of the International Ladies' Garment Workers' Union go on record in instructing the International Executive Board to investigate this matter and if found necessary to grant to the Italian workers in that city an Italian local.

Referred to Committee on Adjustments.

Resolution No. 33.

Introduced by the delegation of Local No. 89.

WHEREAS, our Chicago convention of 1920 instructed the General Executive Board to call a conference of the needle trade industries in the U. S. and Canada, without regard to their affiliation, for the purpose of forming an alliance for offensive and defensive purposes, including in said alliance the textile workers, and

WHEREAS, the General Executive Board, in obedience to the above instructions called a conference and a new body was formed called the Needle Trades Workers' Alliance which not being entirely satisfactory to some of the composing bodies, has not been effective, and

WHEREAS, since the Chicago convention there has been an aggressive and quite successful campaign on the part of the employers for the reduction of wages, and

WHEREAS, the employers of the entire continent, in order to follow up their advantage have united their forces and are still waging a desperate fight on a solid front; therefore be it

RESOLVED, that this convention renew the instructions contained in Resolution No. 9 of the 16th Convention and request the General Executive Board to continue their efforts to make the Needle Trades Workers' Alliance a workable entity.

Referred to Committee on National and International Relations.

Resolution No. 34.

Introduced by delegates of Locals 60, 62 and 66.

WHEREAS, two workers, Nicola Sacco and Bartolomeo Vanzetti, were convicted in the State of Massachusetts of murder in the first degree without positive or dependable proof of their guilt, in fact, amid contradictory evidence, unworthy for the conviction of human beings, and

WHEREAS, we are convinced that a fair trial was impossible under the conditions of prejudice and of antagonism prevailing due to their being foreigners and radicals; therefore, be it

RESOLVED, that we, the delegates to this Convention, appeal to the Governor of the State of Massachusetts in order that justice may be done in the case of Sacco and Vanzetti, and be it further

RESOLVED, that this Convention donates the sum of $1,000 for their defense.

Referred to Committee on Officers' Report.

Resolution No. 35.

Introduced by Mike Maricondi, Local No. 113.

WHEREAS, the Mount Vernon Ladies' Garment Workers' Union has for a long time made urgent requests of the Joint Board of Dress and Waist Makers' Union for affiliation with that body, which have evidently been overlooked or refused, and

WHEREAS, our numerous applications for affiliation with the Joint Board of Dress and Waist Makers' Union of New York have been constantly refused and rejected, and

WHEREAS, we are aware that the suburban districts are equally as important as the New York center, owing to the fact that much of the sear work during strikes is carried to these districts, and also that most of the big employers of New York conduct shops in those outlying sections, which shops compete and cut the throats of the New York workers, and

WHEREAS, we sincerely believe it to be for the benefit of the workers of New York, affiliated with the Joint Board, to make endeavors to organize these outlying shops, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union in convention assembled, instruct the Joint Board of Dress and Waist Makers' Union, to take into its membership, the Mount Vernon Ladies' Garment Workers' Union, Local 113.

Referred to Committee on Adjustments.

Resolution No. 36.

Introduced by Mike Maricondi, Local No. 113.

WHEREAS, the Mount Vernon Ladies' Garment Workers' Union, Local No. 113, in their recent lockout conducted by one of the most influential manufacturers of that territory whose example, if successful, would put to naught all the years of work and money spent in organizing that district received very little and discouraging support from its International, and

WHEREAS, the local is not affiliated with the Joint Board of Waist and Dressmakers' Union, which otherwise would have been bound in give whole-hearted support to the locked out strikers, be it therefore

RESOLVED, that the International Ladies' Garment Workers' Union support the Mount
Vernon Ladies' Garment Workers' Union in its strikes and walkouts so that it may continue to do the work, which of necessity, comes up from time to time.

Referred to Committee on Resolutions.

Resolution No. 37.

Introduced by delegation Local No. 89.

WHEREAS, the workers employed in our Industry are working under two systems, namely piece-work which is causing antagonism and disharmony among the workers and the work-shop system which is impossible for them to advance their economic condition, thereby making it impossible for them to continue its work, and

WHEREAS, the piece-work system divides the workers into shop unions with diverse and conflicting interests, thereby making it impossible for them to advance their economic conditions, thereby making it impossible to maintain the very principle of trade union solidarity, and

WHEREAS, the setting of prices in the various shops makes it impossible for our union to standardize the wages and earnings of our members in our Industry, and

WHEREAS, the setting of prices by the workers in the various shops tends to degrade and demoralize the character of our union as a consequence of their constant conflicts with the employers in the bawling and bawling for prices, and

WHEREAS, the piece-work system makes the workers slaves of bundles, styles and difference in wages, thereby causing antagonism and disharmony in the ranks of the workers, and

WHEREAS, the piece-work system drives the workers to self-intensified slavery and exploitation and makes for jealousy caused by the lota., styles and big bundles for which they often reduce prices, therefore be it

RESOLVED, that this convention goes on record in adopting the work-shop system in our entire industry which will do away with the evils resulting from piece-work and the competition and friction between employers and employees, and standardize the wages of our members in our Industry, thus strengthening our International and its affiliated locals, and uplifting the economic, moral and spiritual standing of our members.

Referred to Committee on Resolutions.

Resolution No. 38.

Introduced by delegation Local No. 89.

WHEREAS, the United States is now at peace with the world, and

WHEREAS, the United States government has been fit to release every person convicted as a spy, and

WHEREAS, there are 113 political prisoners still in the Federal prisons of America serving sentences of from five to twenty years, and

WHEREAS, these men were convicted solely for expression of opinion, and

WHEREAS, Congress has repealed the Espionage Act under which they were convicted, therefore be it

RESOLVED, that we call upon the President of the United States to issue a proclamation declaring amnesty for all political offenders convicted during the war, and be it further

RESOLVED, that we urge all locals of the I. L. G. W. U. to continue their support of the amnesty movement until every political prisoner is free.

Referred to Committee on Resolutions.

Resolution No. 39.

Introduced by delegation of Local No. 89.

WHEREAS, the conditions of unemployment which prevail in every industry throughout the country are causing great suffering to American working men and women, and

WHEREAS, these conditions are being used by employers to take from organized labor the hard won gains of many years and to reduce wages and lengthen hours; and

WHEREAS, there exists in Russia at the present time a state of famine in which many millions of workers and farmers are suffering, not only from lack of food but from the scarcity of all necessary manufactured articles, and

WHEREAS, the existence at one time of a great body of unemployed workers in America and a great need for manufactured goods in Russia is plainly due to artificial economic barriers which impede the natural flow of commerce and prevent the American worker from finding employment in the production of food-stuffs, clothing, tools, machinery and all the other commodities needed by the Russian people, and

WHEREAS, the principal manufacturing nations of Europe, including Great Britain, Germany, Italy, Norway and Sweden, have concluded trade agreements with the Soviet government of Russia for the purpose of promoting commerce with Russia and giving employment to the workers of these countries, and

WHEREAS, the Government of the United States, by refusing to recognize the Government of Russia and by neglecting to conclude a trade agreement with that government, is prolonging the state of famine and suffering in Russia and is directly withholding useful and profitable employment from American workers, therefore be it

RESOLVED, that we demand that the government of the United States recognize the present government of Russia, and that the State Department take immediate steps to negotiate a trade agreement with the Russian Government which will restore the facilities for communication and commerce between the United States and Russia and enable the American worker to secure employment in the manufacture of the commodities needed by the Russian people, and be it further

RESOLVED, that a copy of this resolution be forwarded to the State Department, to the Congressmen in the district, to the delegates of our International at the American Federation of Labor Convention, and to every officer of the National Labor Alliance for Trade Relations with and Recognition of Russia for filing, and be it further

RESOLVED, that our delegate to the Central Body of this city or to any labor council of the American Federation of Labor be instructed to raise discussion on this resolution and to vote favorably when it comes up for decision.

Referred to Committee on Resolutions.

Resolution No. 40.

Introduced by M. J. Ashpis and M. Greiffr. Local 82 and M. Goldowsky, Local 45.

WHEREAS, the Naturalization Aid League of New York has during the past two years, as well as in former years, conducted an extensive campaign for naturalization among workers, preparing them for citizenship that
they may be enabled to take their place in the
general body politics of our country as citizens
and workers, and
WHEREAS, this Nationalization Aid League
has, during the past two years in the course of
its work aided almost five thousand members of
our organization in acquiring their first and
final citizenship papers, thus proving that it
is a very important factor of assistance to our
men and women, be it therefore
RESOLVED, that this 10th Convention of the
I. L. G. W. U. donate to this Nationalization
Aid League, in recognition of its highly insa-
uble constructive work, the sum of Five Hun-
dred Dollars to enable it to continue its work
for the best interests of the community in gen-
eral and organized labor in particular.

Referred to Committee on Officers' Report.

Resolution No. 41.

Introduced by Harry Berlin, Local No. 10 on behalf of Waist and Dress Joint
Board of New York.

WHEREAS, the Joint Board of the Dress and
Waistmakers' Union of Greater New York and
vicinity, owns and maintains a summer resort,
consisting of twelve beautiful cottages, pro-
accommodating about 600 people, 500 acres of land, a
beautiful lake covering 55 acres, and many other facili-
ties which add to the comfort of the people
who go there, and
WHEREAS, in the past few years numbers of
many other locals derived the same bene-
fits from this summer resort, known as the
"Unity House", and
WHEREAS, the Dress and Waistmakers'
Union has the honor of maintaining, manag-
ing, and in general makes all arrangements, of
which the members of the International, if the
great city of New York and its suburbs share
the privileges, without obligations, and
WHEREAS, said summer resort is widely
known as an institution of which the labor move-
ment is proud, and
WHEREAS, its existence in the future cannot
possibly be continued by the dress and waist-
makers only, therefore be it
RESOLVED, that the incoming General Ex-
ecutive Board stands instructed to make im-
mediate arrangements to take over from the
above said Dress and Waistmakers' Union, the
Unity House, for the purpose of making the
Unity House an institution of the I. L. G. W. U.,
it being understood that the I. L. G. W. U. will
reimburse said Dress and Waistmakers' Union
for the investment made.

Referred to Committee on Officers' Report.

Resolution No. 42.

Introduced by Local 39.

WHEREAS, resolution No. 28 of our 15th
Convention proposing that our organ in the
Italian language "Giustizia" be enlarged so as to
make it an educational weekly paper that
would make it the voice of the working class,
was recommended by the Committee on Officers' Report of that convention to the careful con-
sideration of the General Executive Board, and
WHEREAS, "Giustizia" has not been en-
larged in the last two years, but has rather been reduced by the introduction of advertising
matter, and
WHEREAS, the education of the Italian mem-
bers through our organ "Giustizia" requires special care and the counsel of a number of
competent Italian brothers, therefore be it
RESOLVED, that our organ "Giustizia" be ac-
tually enlarged by a number of pages as ap-
proved at our 15th Convention, and be it further
RESOLVED, that an Advisory Committee of
Italian members on the Italian press be appointed
for the purpose of assisting and advising the
editor of "Giustizia."

Referred to Committee on Resolutions.

Resolution No. 43.

Introduced by delegation of Local No. 4, Baltimore, Md.

WHEREAS, the moving out of cloak shops
from Baltimore to small nearby towns in the
states of Maryland and Pennsylvania has be-
come a very great problem for the Baltimore
Cloakmakers, resulting in a loss of membership
from a thousand members, a few years ago
about two hundred and fifty members at present, and
WHEREAS, Local No. 4 is now again en-
gaged in a strike in a big cloak shop in Balti-
more on account of the firm moving its plant
out-of-town, and is unable to cope with the
situation both morally and financially, due to the
fact that there is not in Baltimore at present an International organizer capable of
organizing these out-of-town shops and also
due to the empty treasury of the local, be it
therefore
RESOLVED, that this Convention decide to
instruct the incoming General Executive Board
to appoint special organizers to establish union
conditions in the small-town cloak shops, par-
ticularly in the neighborhood of Baltimore,
and be it further
RESOLVED, that this Convention instruct
the incoming General Executive Board to give
its full moral and financial support to Local
No. 4 to carry on this strike to a victorious
finish.

Referred to Committee on Officers' Report.

Resolution No. 44.

Introduced by delegation of Local No. 60.

WHEREAS, the Dress and Waist Pressers
of New York City were formerly affiliated with
the Ladies Waist and Dressmakers' Union, Local
No. 25 as a branch of that local, known as the
Pressers' Branch, and
WHEREAS, the General Executive Board of
the I. L. G. W. U. saw the necessity of char-
tering said branch as an independent local
and had issued a temporary charter to the
Dress and Waist Pressers to be known as the
Dress and Waist Pressers' Union, Local No. 60
and
WHEREAS, since Local No. 60 was char-
tered it has succeeded in solidifying the ranks of
the Dress and Waist Pressers, and in standard-
izing the conditions of the Pressers in the
Dress and Waist Industry, be it therefore
RESOLVED, that we hereby petition the dele-
gates assembled at the Sixteenth Biennial Con-
vention to affirm the action of the General Ex-
cutive Board and to make this temporary char-
ter permanent.

Referred to Committee on Officers' Report.
Resolution No. 45.
Introduced by Local 89.

WHEREAS, Section No. 1, Article No. 7 of the Constitution reads: That two or more local unions located in the same city or locality and engaged in various branches of the same trade shall organize a joint board", and

WHEREAS, Section No. 2, Article No. 7 reads: "The joint board shall be a representative body consisting of an equal number of delegates from each local union stated with it", and

WHEREAS, such representation is undemocratic and unjust, therefore be it

RESOLVED, that Section No. 2, Article No. 7 be amended to read: "The joint board shall be a representative body in which the delegates shall be in a graduated proportion and not in numerical proportion to the membership of each local."

Referred to Committee on Law.

Resolution No. 46.
Introduced by delegation of Local No. 8, San Francisco.

WHEREAS, there are thousands of unorganized workers in the ladies’ garment industry in the city of San Francisco engaged in the making of walis, dresses, children’s dresses, who are freely exploited by the employers.

WHEREAS, our International has made, during the last years of its activity, wonderful progress in organizing the workers in the ladies’ garment industry in the East as well as in the West and by doing so has brought more light and sunshine into the homes of its workers and into their lives, and

WHEREAS, the men and women engaged in the ladies’ garment industry in San Francisco are working long hours under insufferable working conditions, be it therefore

RESOLVED, that the incoming General Executive Board and the officers of our International Union stand instructed to take up an organizing campaign in the city of San Francisco at the earliest possible opportunity.

Referred to Committee on Organization.

Resolution No. 47.
Introduced by delegation of Local No. 26.

WHEREAS, in the city of Cleveland there are a great number of unorganized Italian cloak-makers and ladies’ tailors, and

WHEREAS, the Joint Board of said city has started an organizing campaign without arriving at their desired aim, and

WHEREAS, past experiences have proven that to interest the Italian workers in organizing as separate unions to grant them a separate local, therefore be it

RESOLVED, that the 16th Biennial Convention of the International Ladies’ Garment Workers’ Union goes on record by instructing the incoming General Executive Board to investigate this matter and if found necessary to grant to the Italian workers in that city an Italian Local.

Referred to Committee on Adjustments.

Resolution No. 48.
Introduced by delegates of Local 48, 127, 134 and 126.

WHEREAS, the Italian members have been deprived for the past four (4) years of adhering to our Constitution and rules and regulations of our International Union, since our constitution has been amended four (4) years ago at the Boston Convention and was never printed in Italian, therefore be it:

RESOLVED, that the incoming General Executive Board shall stand instructed to do everything within their power, economically and politically, to abolish home work in the hand embroidery trade.

Referred to Committee on Resolutions.

Resolution No. 49.
Introduced by delegation of Local No. 66.

WHEREAS, the previous conventions of the Ladies’ Garment Workers’ Union held in the cities of Chicago, Boston and Philadelphia have endorsed the principle that the embroidery of Union Women Apparel shops shall be given to union embroidery contractors, and

WHEREAS, the greatest bulk of embroidery we are doing is for the cloak, suit, skirt and reefer trade in the city of New York, be it therefore

RESOLVED, that the incoming General Executive Board hereby stands instructed to see to it that a clause safeguarding the interests of the embroidery workers shall be incorporated in whatever agreements will be concluded with the cloak, suit, skirt and reefer manufacturers, or manufacturers of other trades of women’s apparel in the city of New York, and that Local 66 shall be made a party to such contracts in order to insure that the embroidery work from cloak, suit, skirt and dress shops shall go to union embroidery shops, and be it further

RESOLVED, that all embroidery workers working in cloak, suit, skirt and reefer shops shall be members of Local 66.

Referred to Committee on Officers’ Report.

Resolution No. 50.
Introduced by delegation of Local No. 66.

WHEREAS, homework is still rampant in the hand embroidery industry, thousands of hand embroiderers working in bedrooms and kitchens in the slums and tenement houses, and

WHEREAS, the cloak, suit, skirt and dress manufacturers are giving work to contractors, who in turn employ these thousands of home workers in the hand embroidery trade, be it therefore

RESOLVED, that the 16th Biennial Convention denounces and condemns home-work slavery in the women apparel industries, and be it further

RESOLVED, that the incoming General Executive Board shall stand instructed to do everything within their power, economically and politically, to abolish home work in the hand embroidery trade.

Referred to Committee on Resolutions.
Resolution No. 51.

Introduced by delegation of Local No. 66.

WHEREAS, 95 per cent of the thousands of workers of the hand embroidery industry, in the city of New York, are of Italian nationality, and

WHEREAS, they can be approached and organized only with the aid and co-operation of the Italian local unions of our International in the city of New York, be it therefore

RESOLVED, that the incoming General Executive Board shall stand instructed to organize, soon after the adjournment of the Convention, an organization board of locales Nos. 49, 49 and 56 for the purpose of unionizing the hand embroidery workers, and be it further

RESOLVED, that the decision of the Chicago Convention to the effect "That the General Office shall engage a special Italian organizer for said task" be carried into effect.

Referred to Committee on Organization.

Resolution No. 52.

Introduced by delegation of Local No. 3.

WHEREAS, the People's Relief Committee, at its inception, aimed to alleviate the suffering of the starving peoples of Europe, particularly of Russia, and

WHEREAS, for the past few years, instead of fulfilling its mission, it has been assisting in the upbuilding of a middle-class, which when developed, is the worst element which labor has to contend with and fight against, be it therefore

RESOLVED, that the 10th Biennial Convention of the I. L. G. W. U., assembled in Cleveland Ohio, in instructing the incoming General Executive Board to sever all connections with the People's Relief Committee for the future.

Referred to Committee on Resolutions.

Resolution No. 53.

Introduced by Local No. 89.

WHEREAS, the Constitution of the International Union provides for the formation of a District Council in each and every city where two or more Joint Boards exist for the purpose of better concentrating all our forces and strength under the control of one body especially as regards the work of organization, and

WHEREAS the District Council has remained merely a matter of words on paper and has never been put into execution or functioning in any way, and

WHEREAS in the city of New York there are at the present time three Joint Boards, namely: the Joint Board of Cloth & Suit Makers' Unions: Joint Board of the Tailors' & Garmenters' Unions and Joint Board of Children's Dress, Bathrobe & House-keepers' Unions, as well as many individual locals working under different management which come in conflict with one another especially as regards the question of jurisdiction, thus creating an enormous waste of our financial resources which would be saved if the work were directed by one body, and

WHEREAS, the question of jurisdiction is still an open one in the dress industry, it being under the control of two Joint Boards, and

WHEREAS, the workers in our industry find it an easy matter to transfer from one branch of the trade to another, such as tailors becoming dressmakers and dressmakers becoming tailors; it also being a frequent occurrence to find members of the two Joint Boards working in the one shop, be it therefore

RESOLVED, that this 16th Convention of the International Ladies Garment Workers' Union, duly assembled in Cleveland, Ohio, instruct the incoming General Executive Board to immediately proceed with the formation of one Joint Board comprising all the locals of the city of New York, under the heading of the "Joint Board of Ladies Garment Workers of the City of Greater New York."

Referred to Committee on Officers' Report.

Resolution No. 54.

Introduced by delegation of Local No. 66.

WHEREAS, the Bonn's & Hand Embroiderers' Union Local 96, I. L. G. W. U. of the city of New York is in a state of war with the Bonn's and Hand Embroiderers Protective Association, which broke the collective agreement with our union, and whose contract will expire by August 1, 1922, and

WHEREAS, the individual contracts we have with a number of independent employers will also expire at said date, and

WHEREAS, numerous attacks have been made upon our working and living standards to the unions for the last year, which are threatening the very life of our organization, be it therefore

RESOLVED, that the Sixteenth Biennial Convention, assembled in the city of Cleveland, hereby endorses the calling of a general strike, in the Bonn's Machine Embroidery trade, if the employers will refuse to renew their contracts with the union, and be it further

RESOLVED, that the incoming General Executive Board shall stand instructed to do everything in its power to bring about a settlement in the Bonn's Embroidery trade.

Referred to Committee on Officers' Report.

Resolution No. 55.

Introduced by Local No. 52.

WHEREAS, the ladies' garment industry of Los Angeles has in recent years grown to such proportions that it now numbers over 10,000 workers, and

WHEREAS, Los Angeles is the most important ladies' garment center outside of Chicago in the West, and

WHEREAS, Los Angeles is now not only producing for its home market, but is also a competitor in the Middle Western and Eastern markets, and

WHEREAS, one of the most important reasons for this remarkable growth is the low standard of wages that prevail in the entire ladies' garment industry, and

WHEREAS, out of the approximate 10,000 workers in the industry only about 350 are organized, be it therefore

RESOLVED, that the 16th Biennial Convention instruct the incoming General Executive Board to immediately on the adjournment of this convention start an organizing campaign in Los Angeles, and be it further
RESOLVED, that this campaign be continued without conditions that conform with the standard that prevail in the East shall have been established.

Referred to Committee on Organization.

Resolution No. 56.

Introduced by Local No. 4, Baltimore.

WHEREAS, the Cordwainers' Union Local No. 8 of Baltimore, the oldest union in the International Ladies' Garment Workers' Union, has encountered numerous difficulties in the work in which it is engaged, particularly in the fact that there has recently become apparent a marked decrease in the membership, due to the manufacture of shoes in unorganized white goods shops at prices about half of what they would be if they were organized, and due to the fact that a great number of our members employed in shops that are making the same kind of work as Local 17 of New York, and due to the fact that a great number of shops are moving out of the city into small villages in the State of Maryland and states immediately adajining Maryland, where the work is done by negro women and country girls at wages far below the union standards, and

WHEREAS, Local 110, Cutters' Union, is still in the early stages of its organization, having last year completed months agitating and explaining the benefits of organization and the gains therefor to the workers and would even now be helpless without aid in perfecting its organization, although it is doing excellent organization considering the fact that it is still a young local, and

WHEREAS, the decision of the last General Executive Board was that a staff of organizers be sent to the city of Baltimore to organize shops that are making mildly blouses, skirts, in the country shops, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to again begin and continue an organizing campaign to Unite the entire industry in this section.

Referred to Committee on Organization.

Resolution No. 57.

Introduced by delegation of Local 89 and delegates from Locals Nos. 3, 60, 22 and 25.

WHEREAS, the National Civic Federation is an organization tending to perpetuate the slavery of the working class and its spirit is, therefore, contrary to that of our International Union, and of all progressive labor unions, and

WHEREAS, some of the worst enemies of labor in the United States are members of said National Civic Federation and have great influence in its deliberations, and

WHEREAS, we consider it inconsistent for labor men to belong to said organization and to give thereby allegiance to our enemies, be it therefore

RESOLVED, that we instruct our delegates to all future annual conventions of the A. F. of L. to vote at such conventions against all candidates for the office of President, Vice-President, Secretary or member of the Executive Council of the National Civic Federation.

Referred to Committee on Resolutions.

Resolution No. 58.

Introduced by delegation of Local No. 6.

WHEREAS, the Swiss Embroidery Workers' Union, Local 6, has during the last seven years successfully organized the embroidery workers in New York City, gaining considerable concessions for them, and is now in position to almost complete control in the trade, and

WHEREAS, the bulk of the Swiss embroidery trade is located in New Jersey where, notwithstanding the fact that all through the year 1919, a vigorous organization campaign has been instituted by the International and Local 6, culminating in a strike, which lasted over six weeks, and had to be terminated due to reverse trade conditions and a sweeping injunction obtained by the employers against the Union, the workers had to return to their shops under intolerable working conditions and longer hours of work, and

WHEREAS, this state of affairs in New Jersey is felt more and more keenly in the trade in New York, hampering and retarding the progress of Local 6, and may in the near future endanger the very existence of the local, and

WHEREAS, if a renewed organizing campaign is started at the opportune time, the workers in New Jersey, who realize the gains achieved by the New York workers through their organization, will surely respond to the call of the Union, in order to improve the miserable conditions, under which they are compelled to work, be it therefore

RESOLVED, that this Convention instruct the incoming officers and the General Executive Board again to take up the organizing campaign in New Jersey at the earliest possible opportunity.

Referred to Committee on Organization.

Resolution No. 59.

Introduced by Local No. 101.

WHEREAS, the Ladies' Tailors' Union, Local 101, of Baltimore, has succeeded in establishing the forty-hour week-work system with a minimum scale of wages corresponding to that prevailing in other organized cities, and

WHEREAS, there are a great number of women workers employed in the same establishment as the members of Local 101, who are engaged in the making of dresses, and are still unorganized and working more than forty-four hours a week at very low wages, and

WHEREAS, the two different systems of the kind described above make the further progress of the organized workers in Local 101 very difficult and are detrimental to the existence of the local, and

WHEREAS, there are hundreds of alteration workers, men and women engaged in the altering of ladies' garments in the different stores in the City of Baltimore and

WHEREAS, a number of these workers have expressed a desire for an organization to improve their working conditions, and

WHEREAS, the Ladies' Tailors' Union, Local 101, of Baltimore, is ready to co-operate in every way possible to organize these alteration workers and bring them into Local 101, be it therefore
RESOLVED, that the International Ladies' Garment Workers' Union in Convention assembled in Cleveland, Ohio, May 122, instruct the incoming General Executive Board to carry on an organization campaign among these workers to be ultimately incorporated in Local 19.

Referred to Committee on Organization.

Resolution No. 60.

Introduced by delegation of Local No. 19.

WHEREAS, there are in New York City two dress locals controlled by two different Joint Boards, and

WHEREAS, we find this division of the dress-makers into two locals to be detrimental to their interests, and

WHEREAS, the conditions in the dress industry today are such that they require the closest co-operation of the two locals in question in order to effect a more solid and united front against the aggressiveness of the employers in the industry, and

WHEREAS, it is essential that the entire organization of the workers in the dress industry be placed under one efficient management, and

WHEREAS, the experience of past years has proved conclusively that the Joint Board of Cloak and Skirt Makers' Union is an organization capable of meeting and handling the industrial situation with success at all times, be it therefore

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. goes on record in favoring this amalgamation, and be it further

RESOLVED, that the incoming General Executive Board stand instructed to take immediate steps toward the establishment of one dress-makers' local in New York City under the jurisdiction of the Joint Board of the Cloak, Skirt and Reefer Makers' Union, within sixty days after the adjournment of this Convention.

Referred to Committee on Officers' Report.

Resolution No. 61.

Introduced by Montreal Joint Board.

WHEREAS, many locals of the International have been served with injunctions, and

WHEREAS, many of the locals are not in a position to fight these injunctions, owing to the great financial expenditures involved, and

WHEREAS, the fighting of such injunctions often means the life or death of the organization, is in the best interest of the organization regardless of the financial cost, therefore be it

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled at Cleveland, Ohio, fully empowers the General President and the new incoming Executive Board, that whenever in their judgment, the fighting of an injunction is necessary, and the locals are not in a position to fight it, owing to financial circumstances, the General Office shall support such locals financially in fighting the injunctions.

Referred to Committee on Officers' Report.

Resolution No. 62.

Introduced by Montreal Joint Board.

WHEREAS, many locals of the International have contributed to the Sanatorium Fund, their fall per capita under the impression that in the event of a member being affected with tuberculosis, he would receive the sum of Three Hundred Dollars, from the International Sanatorium Fund, and

WHEREAS, some of the largest locals of the International have not complied with this request, thus compelling the International to discontinue the Sanatorium Fund assessments, be it therefore

RESOLVED, that the International Ladies' Garment Workers' Union, assembled at Cleveland, Ohio, at its Sixteenth Convention, instructs the General Secretary Treasurer, to return to all locals, that have paid their per capita, all monies over and above the sums that have been paid to such locals, in the form of Sanatorium Benefits for the members.

Referred to Committee on Benefits, Sanatorium and European Relief.

Resolution No. 63.

Introduced by delegation of Local No. 19, Baltimore, Md.

WHEREAS, our constitution provides that a member has a right to be a delegate to an International convention either from his local or any other local, be it therefore

RESOLVED, that this clause be amended by this Convention to read that no member has a right to represent any local other than his own at an International Convention.

Referred to Committee on Laws.

Resolution No. 64.

Introduced by Montreal Joint Board.

WHEREAS, the last general strike of the Cloak Makers' Union in Montreal, which lasted sixteen weeks, has terminated in a temporary armistice for a period of twelve months, and

WHEREAS, during the six months, which have already elapsed, there are indications that a general strike in the coming fall season will be unavoidable if the workers of Montreal are to keep up their hard-earned standard of working conditions, therefore be it

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled at Cleveland, Ohio, instructs the incoming General Executive Board to fully support, both morally and financially a strike, should the workers of Montreal fail to come to a satisfactory agreement with the manufacturers.

Referred to Committee on Officers' Report.

Resolution No. 65.

Introduced by delegation of Local No. 19, Baltimore, Md.

WHEREAS, there are more than 10,000 unorganized workers employed in the city of Baltimore in waist, dress, white goods, negligees, and middy blouse shops, and
WHEREAS, the organizing campaign, started by the International, which resulted in the formation of Local No. 72, was discontinued owing to a number of reasons, be it therefore

RESOLVED, that this Convention instruct the incoming General Executive Board to take up again this work of organizing the masses of women workers in the miscellaneous trades in Baltimore, revive Local No. 72 and persist in its efforts until every ladies' garment worker in Baltimore is a member of our union.

Referred to Committee on Organization.

Resolution No. 66.

Introduced by delegation of Local No. 10.

WHEREAS at the last Convention in Chicago of the I. L. G. W. U., a resolution had been adopted to the effect that all locals belonging to the I. L. G. W. U. stand instructed to pay the Sanatorium Assessment to the International for the purpose of building a tuberculosis sanatorium for our members, and

WHEREAS, as the last Financial Report of the International shows the majority of the locals have not complied with this decision, be it therefore

RESOLVED, that the 16th Biennial Convention of our International goes on record as favoring the repeal of the Sanatorium Assessment, and be it further

RESOLVED, that the expense incurred by the General Office towards the establishment of the sanatorium be levied proportionately upon all locals and that all such locals which have paid in excess of their proportion shall be reimbursed to that extent.

Referred to Committee on Benefits, Sanatorium and European Relief.

Resolution No. 67.

Introduced by delegation of Local No. 10.

WHEREAS, there still are a number of men and women confined in State and Federal prisons for offenses committed during the war, which is at this time a matter of the past, and

WHEREAS, all other nations who had taken part in the war have granted amnesty to their political prisoners, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. goes on record as urging upon the President of the United States to grant amnesty to all these men and women who have been suffering years of imprisonment for having dared to express their opinions, and be it further

RESOLVED, that the President of the International Ladies' Garment Workers' Union be authorized to send telegrams to the President of the United States and to the Attorney General at Washington requesting amnesty for all political prisoners on behalf of the 250,000 men and women belonging to our organizations.

Referred to Committee on Resolutions.

Resolution No. 69.

Introduced by Montreal Joint Board.

WHEREAS, the City of Toronto is the greatest cloak center in Canada, and

WHEREAS, the working conditions prevailing in that city bear a great influence over other centers in Canada, where cloaks are manufactured, and

WHEREAS, the workers of Toronto in the Ladies' Garment Industry are not organized, thus bringing working conditions to such a low standard, where it greatly affects other cities, and

WHEREAS, to remedy the existing evils, a strong organization is necessary; therefore be it

RESOLVED, that the 16th Biennial Convention of the International Ladies' Garment Workers' Union assembled at Cleveland, Ohio, instructs the incoming General Executive Board to continue the organization campaign on a larger scale, and do all in its power, morally and financially, to bring about the changing of the working conditions in Toronto, from piece-work to week-work, and to make working conditions throughout Canada, in general, more uniform.

Referred to Committee on Organization.

Upon motion duly made and seconded, the session adjourned at 12 noon, to reconvene Saturday, May 6, 1922, at 9:30 a.m.

Sixth Day—Saturday Morning Session

May 6, 1922—9:30 A. M.

The ninth session was called to order by President Schlesinger at 9:30 a.m. Secretary Baroff read the following telegrams and letters which were greeted with hearty applause:

Toronto, Ont., May 5, 1922.

Sixteenth Convention.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, Ohio.

Congratulations: Wishing you success in your work. Cloak Dressers Union, Local 92.

I. Lindenberg, Sec'y.


The Sixteenth Biennial Convention.

International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, Ohio.

We extend to you our fraternal greetings and hope that you will be successful in forming decisions that will lead to the fortification of our International in the crisis that labor of the world is confronted with. We feel that a powerful International, one that could withstand the onslaught of Capital, can only be possible if our Union will be organized on the basis of shop representation instead of the system of organization by Locals. The shop-delegated system, if established, will make of our Unions more militant and efficient organs of struggle in the present crisis when the open shoppers are making a concerted effort to smash our Unions. The workers must close up their ranks more than ever before. We suggest that the
International Convention take immediate steps for the realization of the amalgamation of all the Needle Unions into one consolidated Union.

We urge you to give your closest attention to the situation in the Philadelphia Waist and Dress Industry, Fraternally yours,

Walt and Dress Makers’ Shop, Delegates’ League.

H. Polisky, Secretary.

New York, N. Y., May 5, 1922.

Delegates of the Sixteenth Biennial Convention, International Ladies’ Garment Workers’ Union, Engineers Auditorium, Cleveland, Ohio.

At our members meeting, held Thursday evening, May Fourth, at the Bank of United States Building, a motion was unanimously adopted to express hearty greetings and congratulations to the Delegates of the Sixteenth Biennial Convention. At the same time the entire membership of Local Seventeen makes an urgent appeal to Brother Benjamin Schlesinger to continue in the office of President of the International Garment Workers’ Union and to lead our army in the future, as he has done in the past, to victory and to the glories of our organization.

Max Stempel, Chairman, Refers Makers Union, Local Seventeen.

Louisa Dicky, Recording Secretary.

New York, N. Y., May 6, 1922.

International Ladies’ Garment Workers’ Convention, Engineers Auditorium, Cleveland, Ohio.

Accept our best wishes for harmonious deliberations and a united front towards the immense of labor. The International has always been an inspiring example of progressive effort and high achievement. May it continue in its march towards complete realization of labor’s highest hope.

Executive Board, United Needle Makers Union of New York.

Chicago, Ill., May 6, 1922.

International Ladies’ Garment Workers’ Union, Locomotive Engineers Auditorium, Cleveland, Ohio.

Congratulations to the officers and delegates of the Sixteenth Biennial Convention. For the last two years our International managed to be the vanguard on all fronts where the rights of our members were endangered. At this solemn moment we wish you not to forget that there are thousands of unorganized Ladies’ Garment Workers, particularly in the western states, who work under slavery conditions. We hope that this Convention will create real machinery to once for all unite all the thousands of non-union workers in the West. With fraternal greetings,

Joint Board Cloak, Skirt, Dress and Raincoat Workers’ Union, Chicago.

M. Brokky, Secretary.

Chicago, Ill., May 5, 1922.

International Ladies Garment Workers’ Union Convention, Engineers Auditorium, Cleveland, Ohio.

Greetings: Accept my hearty congratulations and best wishes. May all your aspirations on behalf of the working class meet with success.

J. Ginsburg, Business Agent.

Chicago Joint Board.

New York, May 5, 1922.

Convention of the International Ladies’ Garment Workers Union, Locomotive Engineers Auditorium, Cleveland, Ohio.

Congratulations to the Sixteenth Biennial Convention of the International! May the spirit of solidarity and true brotherhood prevail in all your deliberations. I am confident that the work of this convention will bring more solidarity and harmony within our ranks and will put our big International Union on an even higher pedestal than it was ever before. Throw cheers for Organized Labor! Long live our great beloved International Union.

For the Editorial Dept. of “Gerechtigkeit.”

Brooklyn, N. Y.

International Ladies Garment Workers’ Convention, Engineers Auditorium, Cleveland, Ohio.

Accept our heartfelt congratulations and best wishes for a successful convention. May your deliberations bring more happiness to the members of our International.

Brownsville Office, Cloak and Skirt Makers Union, A. Rabbits, Manager.

Chicago, Ill., May 5, 1922.

International Ladies’ Garment Workers’ Union, Locomotive Engineers Auditorium, Cleveland, Ohio.

Greetings: Heartfelt congratulations to the Delegates and Officers of the Convention. May fair judgment and un fasiling determination guide all your actions.

M. Bliss, Business Agent.

Chicago Joint Board.

Philadelphia Pem., May 5, 1922.

Sixteenth Convention, International Ladies’ Garment Workers’ Union, Locomotive Engineers Auditorium, Cleveland, Ohio.

Although not with you in the shop, I am with you in your daily struggle for better working conditions and finally the emancipation of the workers from wage-slavery. May sound reason and constructive socialist idealism guide your deliberations and bring the great masses in the Ladies’ Garment Industry nearer to the day of emancipation of the entire human race.

M. Pollin, Mgr., Philadelphia “Forward” and Member in Good Standing of Local Two, I. L. G. W. U.

The Convention received the following communication from the National Women’s Trade Union League of America:

May 3, 1922.

Benjamin Schlesinger, Esq.;

President, International Ladies’ Garment Workers, Meeting in Convention at Locomotive Engineers’ Hall, C. U. O., Ohio.

My dear Mr. Schlesinger:

On my return from the East this morning, I learn that the International Ladies’ Garment...
Workers are meeting in Convention in Cleveland, and I am so very glad to have this opportunity to extend the greetings of the National Women’s Trade Union League to the land, and I promise to extend the greetings of the National Women’s Trade Union League to all that make for a fuller life. With all my heart I congratulate you on the particularly fine work at your department of education.

As you know, the National Women’s Trade Union League is holding its deferred 5th Biennial Convention in the first week of June, at Waukegan, Illinois. I hope very much that you will send us a delegate, one of your women members, who will give us the benefit of her counsel. You will agree I am sure that in this hour when the Trade Union purpose is so generally misrepresented and misunderstood, it is most necessary that every convention shall be as fully attended as possible.

I am further asking your cooperation in making possible a contribution from the Ladies’ Garment Workers to the National Women’s Trade Union League. I cannot tell you how grateful we shall be for your continued and if possible increased support.

With friendliest greetings, and deep appreciation, believe me yours cordially,

Margaret Dreier Robins, Pres.

The Convention received the following communication from the Worker’s College in Brookwood, N. Y.:

April 26, 1922.

To the Delegates in Convention Assembled, International Ladies’ Garment Workers’ Union, Cleveland, Ohio.

Dear Sisters and Brothers: A little more than six months ago Brookwood was established as a resident workers college at Katonah, New York, to educate workers to work in the workers’ movement. So far as we know this is the first full-time resident workers college in the United States. It seems appropriate therefore, that we should send fraternal greetings to the convention of that great International which was the first to enter the field of workers’ education and that we should express our confidence and faith in such moral and financial support as you can and should render.

But first let us state that our organization is in no way a competitor with such educational enterprises as you have started. Rather does it aim to supplement your efforts and to carry them to their logical conclusions. In fact nothing would please us at Brookwood more than to arrange so that the most earnest and best qualified students who go through with your classes might come to Brookwood on scholarships established by your International. Consequently we hope to establish a fruitful and friendly relationship with many of the trade union colleges and classes and the suggestion has been made that Brookwood Scholarships might be offered as prizes in such colleges and classes.

Since opening our doors for our first year’s work last October, twenty-two students have enrolled at Brookwood. About one-third of these were women. Our students represented many organizations: electrical workers, miners, artificial flower workers, machinists, textile workers, painters, food workers, employees of the General Electric Company, and the International Ladies’ Garment Workers Union. They also included many nationalities, ten to be exact. Most of these students came to us by the Grace of God and were drawn from the labor movement as officials or otherwise. Some of them have had actual experience in the labor movement as officials or otherwise.

In this connection it is interesting to note that the majority of these students were women. Our students represented the following: United Mine Workers of America, Cooper’s International Union, State Federation of Utah, and the central bodies of the following cities: Baltimore, Hartford, Kansas City, Ogden, Chicago, Philadelphia, Seattle, New York. In addition to these there have been endorsements from local, district organizations, trades assemblies, etc. In this connection it is interesting to note that the local of practically every student at Brookwood has endorsed our organization. In other words, those who have been the product of Brookwood and who know the most about it have endorsed it.

The management and control of Brookwood is in the hands of a voluntary association known as the Brookwood Co-operators which is made up of the faculty and students. Every member of the faculty is a member of the American Federation of Teachers affiliated with the American Federation of Labor and the majority of them have had actual experience in the labor movement as officials or otherwise. Brookwood, then, is one hundred per cent organized and one hundred per cent labor. In our educational problems we have the advice of the members of the Educational Advisers Committee which is made up of educators of the highest rank.

The Labor Co-operating Committee also functions as a watch committee to keep Brookwood at all times close to the heart and purpose of the labor movement and to counsel and co-operate in the establishment of new centers. The operation of our organization is thoroughly democratic, the supreme authority being the community meeting wherein each member of the community has one vote and only one vote regardless of whether such person is from the faculty or student body.

Of course in this brief communication only a very small part of our story can be told but descriptive literature has been prepared and will be sent to all those who will write to Brookwood, Katonah, N. Y. The new year does not open until October but applications are already coming in and our accommodations are limited we hope that all those who are interested will write at once.

In the meantime, however, may we say that Brookwood must depend upon the support of the American labor movement if it is to succeed. That support must be moral and it must be financial. Will you help Brookwood "to educate workers to work in the workers’ movement?" We hope for endorsements, scholarships and donations from all those
The Convention received the following communication from M. Zartisky, President, and M. Zuckerman, General Secretary-Treasurer, of the United Cloth Hat and Cap Makers of North America:

New York, May 4th, 1922.

Mr. Benjamin Schlesinger, President International Ladies' Garment Workers Union, Cleveland, Ohio.

Dear Sir and Brother:

In accordance with the instructions of our General Executive Board, I am enclosing herewith a memorandum which we beg to submit to the officers and delegates of your Convention.

Our General Executive Board at its session held on Saturday, April 29th, gave careful consideration to the question of the Needle Trades Workers Alliance and decided unanimously to submit the enclosed memorandum to your Convention as well as to the Convention of the Amalgamated Clothing Workers of America which is to open in Chicago on May 8th, and the Convention of the International Fur Workers Union which is to be held shortly.

We fervently hope that your organization will see its way clear to make the necessary provisions for the calling together of the first convention of the Needle Trades Workers Alliance.

With kindest regards and best wishes for success, I am

Fraternally yours,

M. Zuckerman, Gen. Sec'y. Treas.

New York, May 4, 1922.

To the Officers and Delegates of the Convention of the International Ladies' Garment Workers' Union.

Greetings: The General Executive Board of the United Cloth and Cap Makers of North America at its session held on Saturday, April 29th, unanimously decided to extend the heartfelt fraternal greetings of our organization to the officers and delegates to your convention. We take this occasion to congratulate you again upon the achievement of your organization during the last two years, and we have no doubt but that your present deliberations will mark another milestone in your progress and in the progress of the entire labor movement. Our organizations are so closely knit together that we naturally consider your achievement as a direct contribution to our common cause. Furthermore, we feel that with every step forward we are coming closer together and we are confident that your convention will still further cement the ties of fraternity and cooperation that will bind our organizations in an effective alliance. Here are our best wishes for the full success of your deliberations.

Our General Executive Board felt that it could not let this occasion of your convention pass without again giving serious consideration to the question of the Needle Trades Workers' Alliance. Our last convention held in August, 1921, devoted considerable time to the question of the Alliance and to a consideration of the causes that prevented the forming of the convention also heard an address by President Schlesinger of the International Ladies' Garment Workers' Union, who is also president of the Alliance. Our convention then decided to instruct our General Executive Board to take the initiative in calling a conference of selected representatives of all the needle workers' organizations to establish an alliance of all the needle workers. In accordance with this instruction of our last convention our General Executive Board feels it is its duty to submit to your organization in Convention assembled the views of our Convention and membership on this important subject. Feeling, as we do, that we are part and parcel of the same common family of needle workers, we consider it our duty to ask for this great privilege of bringing to the attention of the officers and delegates to your Convention our views on this important subject.

Our General Executive Board decided to authorize our President to bring our message of greetings and good will to you in person. Unfortunately, the conditions in our industry are such that it is impossible for our President to depart from the City of New York for the present, and we therefore beg to submit to you this message.

At the first conference of the Needle Trades Workers' Alliance held on December 18, 1920, all were agreed that it is necessary to bring about a permanent and organized co-operation between all the organizations in the Needle Trades. There were differences of opinion as to the best ways and means by which such organized co-operation could be brought about. There was no difference of opinion, however, as to the necessity of a Needle Trades Workers' Alliance. The difference of opinion was concerned with the forms of organization of such an Alliance. The two forms of organization discussed were amalgamation with departmental divisions and federation. Now, with the step forward we are taking here into any discussion of the comparative advantages and disadvantages of one or the other form of organization, we merely wish to suggest that in the actual working out and development of such an Alliance the details of the form of organization are, in our opinion, less important than the spirit and desire for co-operation which is indispensable for any Alliance, whatever its form of organization.

The conference of the Needle Trades Workers' Alliance did not as a matter of fact work out the details either with regard to the form of organization or with regard to the scope of activities of the Alliance. Only the general principles were laid down. The working out of a constitution, that is, of all the framework, ways and means, methods, scope of activities, etc., was left in the hands of a Special Committee on Constitution, which was to prepare a draft of the constitution and by-laws and submit it to the Alliance for submission to the Executive Council of the Alliance. Because of the fact that the Alliance did not function, the Constitution Committee never had an opportunity to report.

We mention this in order to indicate that, according to our view, the failure of the first attempt to organize the Alliance could not have been, to any great extent, the result of any deficiency in the form of its organization; for the mere framework arrived upon at the first conference was not and is not definite enough to determine the progress of the Alliance one way or another.

We believe that the failure of the first great attempt was primarily the result of the great crisis through which all the organizations of the Needle Trades have been passing during the last two years.
It would have been too much to expect that the Alliance should become a really effective factor in that great crisis even before it was actually formed. The fact is that the crisis developed and reached its climax before the N. T. W. A. had an opportunity to even become established. On the other hand, the organizations of the Needle Trades were so absorbed in the problems they were facing that they needed every bit of their energy in that work. They could not devote much attention to the building up of the Alliance which at best could become effective only a little later. This, it seems to us, was the real fundamental cause why the Alliance never began to function.

The crisis in the Needle Trades now has about passed but the employers have been effectively met and repulsed on all fronts. The organizations are out with flying colors from this test of their strength and positions. It seems to us, therefore, that now is the time to build up an effective Alliance of the Needle Trades workers, that we may lay down a firm foundation which will assure concerted action on the part of all the needle workers for common offensive and defensive purposes.

The Constitution Committee of the N. T. W. A., which was charged with the task of preparing a draft of a constitution, included in its draft a provision for the holding of annual conventions of the N. T. W. A. Now, it seems to us that the most effective step that can be taken in order to revive the interest of the rank and file of all the organizations towards the N. T. W. A. and to successfully bring to life an effective N. T. W. A. is by arranging for the convening of such a convention. Our organization has definitely pledged itself, by the mentioned resolution adopted at our last Convention, to the convening of such a convention, and we feel that your organization in Convention assembled should make provision for the calling of such a Convention.

To be sure, in the arrangement of such a Convention there are a number of details to be considered. That may be safely left in the hands of the executive officers of the respective organizations. They can easily agree on the best methods for the convening of such a Convention. The clause of the constitution as worked out by the Constitution Committee contains some provisions with regard to such Convention, which may perhaps serve as a basis for constitutional conventions. The Constitution Committee provides that the Convention of the Needle Trades shall consist of delegates elected by the Conventions of the affiliated International Unions. The number of delegates to be held by each International shall depend upon its membership, and shall be increased above the International Union with a membership of not over 5,000, but not over 25,000, ten delegates; with a membership of over 25,000 but not over 100,000, fifteen delegates; with a membership of over 100,000, twenty delegates.

Our General Executive Board gave very careful consideration to these questions. It is our unanimous opinion that the coming together of a Convention of delegates elected by the Conventions of every International Union is the first step necessary to overcome the present lull in the movement for labor. Such a Convention will also be in a position to work out not merely a formal framework, but a full constitution and by-laws, putting the Alliance on an effective working foundation. This will be the more easy since with this Convention in view the Executive Council, which was elected at the last conference could again come together and prepare the necessary drafts and propositions for the coming Convention of the elected delegates.

We offer these considerations because we feel that if your Convention and the other Conventions of the organizations of the Needle Trades, which are scheduled to be held this month and the next month, should not act on this question now, there is serious danger that the movement for a N. T. W. A. may be again retarded for another two years. This would be the more deplorable when all of our organizations have expressed their abiding faith in the necessity of a N. T. W. A. In order, however, that this faith may be translated into reality it is essential that your organization in Convention assembled for the calling of a Convention of the elected delegates of all the Needle Trades' organizations. We submit these considerations in the spirit of true comradship and in the firm hope that the action of your Convention will bring about the realization of our common desire for the establishment of a real effective Needle Trades' Workers' Alliance.

Yours truly,

M. Zairsty, President.

Referred to Committee on National and International Relations.

The Convention received the following communication embodying a set of suggestions from Abraham Rosenberg, ex-President of the International:

Jersey City, May 1, 1925.

OFFICERS AND DELEGATES,

International Ladies' Garment Workers Union, Convention Assembled at Locomotive Engineers Auditorium, Cleveland, O.

Greetings: May I submit to your Convention a few suggestions which may be taken into due consideration in the form of resolutions and acted upon favorably:

1. That we call your attention to the fact that May, 1925, will be 25 years since our International Union has been chartered by the American Federation of Labor and since then became identified as a part of the American labor movement. No doubt, an organization like ours, which grew in those years from a small handful of men to the present membership of about 100,000, and from conditions disgraceful to humanity, became now a credit, not only to the labor movement, but to civilized men and women as a whole.

Sweating system has entirely been wiped out as well as the competition of the unorganized work and instead, a short working day established with a living weekly wage. Those achievements have been secured by the efforts of our membership in a much shorter time than any other organized National of International Union could ever dream of. To view of this fact, I believe that our organization ought to celebrate its 25th anniversary in a manner befitting our organization.

While our Conventions are held biennially and there will be no prospect of holding a Jubilee Convention in 1925, I would therefore recommend the following resolutions to be adopted at this year's Convention:

1.-That the next Convention of 1924 be postponed to May, 1925.

2.-That all officers elected at this Convention are to hold office for three years until 1925.

3.-That all ex-officers, who served as International officers during the time of its existence, be invited as the guests of the Anniversary Convention in 1925.

M. Zuckermann, Gen. Secy.-Treas.

M. Zuckermann, Gen. Secy.-Treas.
4—To make the Anniversary Convention a representative one, in which all local should be able to participate, I would suggest that the International Union should pay railroad fare and expenses to all delegates attending this Convention.

5—That the 16th Convention decide upon a centrally located city where the 1925 Convention be held. I would propose that either Philadelphia, where our International Union has received its charter, or in Washington, D. C., where the headquarters of the American Federation of Labor are located.

6—That a committee be immediately appointed with instructions to report to the next meeting of the General Executive Board the cost of the fare and expenses, and the money be raised by a weekly tax added to the regular dues stamps from all the members of the International Union.

Yours sincerely and fraternally,
A. Rosenberg.
Ex-President of I. L. G. W. U.

Referred to Committee on Resolutions.

The Convention received the following communication from the Jewish Consumptives' Relief Society of Denver, Colorado:

May 4, 1922.

The Convention of the International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.:

Mr. B. Schlesinger, Pres.:

Dear Friend: We congratulate you on the Sixteenth Convention of your organization.

To the many congratulations pouring in from every corner of our country, we wish to add the good wishes of the ladies of our Sanatorium, many of them your members, who we hope will soon pick up the threads of their former life.

We know we need not go into details telling you of the good work of our Sanatorium. We know our institution has set deep roots in the heart of every worker. Our sanatorium has the pleasure of reciting some of your leaders who visited there.

We are glad to report that we are now able to inform you of our new building in completed, which increased our capacity by 200 beds. We are now, in spite of unfavorable conditions, making desperate attempts to equip it so as to admit those who knock at our doors to save them. We therefore appeal to your great organization to come to our rescue and help us in a critical moment.

We are supremely confident that our plea will not go unanswered.

Fraternally yours,
H. Rosen, Manager.

Referred to Committee on Benefits, Sanatorium and European Relief.

Roy Shanks, District Advisor of the Co-operative League of America, addressed the delegates, explaining the aims and purposes of the League and urged that the International endorse the movement, as well as give it what ever aid possible.

CREDENTIAL COMMITTEE

Delegate Breslaw: We received a credential for an alternate delegate from Local No. 1 for Delegate N. N. Fine, and we recommend that he should be seated.

Recommendation unanimously carried.

We received a credential for alternate delegate from Local No. 1, for Saul Metz.

Objections have been brought against him by the Local No. 1 Delegation, and Brothers Rothman and Sheley, charging him with making false statements against Brother Sheley: and also charging that when he was called to appear before an investigation committee of the local, he did not appear.

Brother Metz appeared and stated that he has brought charges against him to the Cloakmakers' Union, and when he appeared with his witnesses, upon the request of Sheley, the case was postponed until after the convention: and

On the second charge, Brother Metz explained that since he was a witness only, and since he explained to the chairman of this committee his reasons for not appearing, he did not find it necessary to come.

The committee is of the opinion that since the complaint by Sheley against Metz is in the hands of the committee of the Joint Board of the Cloakmakers' Union, and since, upon the request of Sheley the case was postponed until after the convention, that, although it is not proper for a union officer not to appear before a committee of his local when called upon to do so. This is, however, not sufficient ground for not seating a delegate at the convention. We recommend unanimously, therefore, that he should be seated.

Delegate Kaplan stated that it would be unfair to have refused to seat Delegate Sheley and then show partiality to Metz merely because Metz was an officer of the International and urged not to seat Metz as a delegate.

Delegate Shane supported Kaplan in his contention and maintained that Metz was guilty of not bringing charges against an officer of a local who he claimed was connected with a corporation, for slandering a person without bringing proof and for not appearing as a witness before his local, when asked to do so.
Delegate Gottlieb suggested that Brother Metz be seated and that the charges be investigated after the convention, as was done in the case of some of the other delegates. He maintained that the charge was not a sufficiently serious one to bar Metz from sitting as a delegate.

Delegate Levy maintained that Metz had not been called as a witness, but as an accuser of Sheley. He appealed to the delegates not to show any favoritism, and asked that Metz be not seated.

Brother Metz maintained that it was Sheley and not he who had asked for a postponement of the investigation, after he, Metz, had brought eight witnesses. He vehemently denied the charges made.

Delegate Borochovitz: Who was the one that brought the charges before the Joint Board?
Delegate Langer: Sheley brought the charges.

Delegate Borochovitz: If a charge had not been made now, how long would you have waited to make that charge?
Brother Metz: As soon as my attention was called to the fact that Sheley was in a corporation, I immediately made my statement.

Delegate Borochovitz: After a statement was printed in the official organ of the International criticizing you for your action in not appearing to make the charge, why didn't you answer that criticism?

Delegate Metz: A week after that was published, the charges were brought to the Joint Board, and I preferred to make my answer to the Joint Board.

Delegate Machlin: I asked Brother Metz, since he knew that Brother Sheley is in a corporation, how is it that he ran twice for Executive Board member, why didn't he bring in an objection to the Executive Board of Local 1?

Delegate Biezman: Is it not a fact that Brother Metz is the one who disbanded the corporation of which Brother Sheley was supposed to be a member?

Delegate Metz: I suspended a corporation by the name Mercer Cloak Company. Sheley's brother-in-law was the main owner, but he was partner with Sheley, although Sheley's name did not appear on the books and therefore I did not know that he was a partner at the time.

Upon being put to a vote the recommendation of the committee was accepted, 121 voting for, 38 against, and Brother Metz was seated as a delegate.

Michael Gold, representing the Liberator Magazine, was next introduced.

Brother Gold: The Liberator is to develop an intellectual group that will fight your fight. Remember that labor needs its culture. It must fight its battle on the cultural field as well as on the economic field.

Brother Gold concluded his address by asking that the International endorse the Liberator and give it financial support.

Miss Theresa Wolfson, representing the Union Health Center of New York, next addressed the Convention.

Miss Wolfson: The Union Health Center is helping the workers keep themselves healthy. It seems to me that is the thing that will enable you to fight your battles. Unless you have health you cannot fight those battles. I hope that every local belonging to the International will help make their workers health-conscious as well as socially conscious, as we cannot carry on an economic fight unless we have healthy workers.

Brother John J. Manning, Secretary and Treasurer of the Union Label Trades Department of the American Federation of Labor, of Washington, D. C., was next introduced. He urged that the International once more join the Union Label Trades Department of the American Federation of Labor, and expressed his fraternal greetings to the delegates.

Brother Levinson, who claimed to be the first man to organize a cloakmakers' union in Cleveland, expressed his fraternal greetings to the delegates.

Delegate Heller: My attention has been called to the fact that a rumor
SIXTEENTH CONVENTION OF THE I. L. G. W. U.

has been circulated that there has been a fight between the "left" and the "right." In the Resolutions Committee, and that when Brother Hochman ran for Secretary of that committee as a "left," he was defeated by Brother Amdur who is a "right." I wish to state that the most cordial, brotherly relations existed in that committee. Brother Amdur was nominated and elected on his merits. I hope that in the future that no statements will be printed unless officially authorized by this committee.

President Schlesinger: I am sure it was done unintentionally, and I hope that in the future such a thing will not occur.

Delegate Berlin: I wish to make the following correction in the minutes of yesterday's proceedings: On page 6, resolution 9, it states that I introduced the resolution. I did not introduce that resolution, in fact a part of it is contrary to instructions given me by my local.

A delegate: On page 5 it says, "We have received as alternates from Local 11, Waist Makers' Union of Brownsville"—instead of Waist Makers it should be "Cloak and Skirt Makers."

The following resolutions were introduced during the course of the session:

Resolution No. 70.

Introduced by delegation of Local No. 9.

WHEREAS, there are many manufacturers who, in their desire to avoid the control of the union, open shops out of town, and

WHEREAS, the workers in these shops work long hours and under a low standard of living, and

WHEREAS, the existence of such shops undermines the fundamental basis of our organization and creates the danger of losing the conditions which we have won in the bitter struggle of many years.

RESOLVED, by the 16th Biennial Convention of the I. L. G. W. U., that the incoming General Executive Board shall make the greatest efforts to unionize these shops.

Referred to Committee on Organization.

Resolution No. 71.

Introduced by delegates of Local No. 9.

WHEREAS, the election of officers of the I. L. G. W. U. at the convention involves itself in the election of certain people, and

WHEREAS, due to these campaigns for the election of General Officers, the delegates to the Convention are unable to give due consideration to the questions that are before the convention, and

WHEREAS, it is generally undemocratic that the highest officers of the I. L. G. W. U. are not elected directly by the thousands of members of the I. L. G. W. U., be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. goes on record favoring the nomination of General Officers by the Convention and their election by the membership of the I. L. G. W. U.

Referred to Committee on Resolutions.

Resolution No. 72.

Introduced by delegation of Local No. 9.

WHEREAS, the last Biennial Convention of the I. L. G. W. U. accepted a resolution to introduce a minimum scale of wages for finishers, operators, pressers and cutters, and

WHEREAS, nothing has been done recently to carry out such decision, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. instructs the incoming General Executive Board to do everything possible to introduce the minimum scale.

Referred to Committee on Resolutions.

Resolution No. 73.

Introduced by delegation of Local No. 9.

WHEREAS, the development in the technique, as well as for general purposes, has abolished the limitations which divided certain local unions and gave them cause for existence as a separate local, and

WHEREAS, such locals in order to keep up their local existence propagate such a local patriotism which diminishes the class consciousness of the worker, and very often leads to jurisdictional struggles by which only the bosses profit, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. goes on record that in no city shall there exist more than one local of a trade, and that where such a situation exists those locals shall unite as quickly as possible into one local.

Referred to Committee on Resolutions.

Resolution No. 74.

Introduced by delegation of Local No. 9.

WHEREAS, we have fought many years for the introduction of the eight hour working day, and

WHEREAS, it has been acknowledged by the greatest authorities that the eight hour working day is a normal day's work and to work more than eight hours is a danger to one's health,

WHEREAS, while during the last few seasons many of our members were unemployed, there were still many shops in which overtime existed, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. favors the abolition of overtime, and be it further

RESOLVED, that the incoming General Executive Board carry out this decision as soon as possible.

Referred to Committee on Resolutions.
WHEREAS, a number of members of our union were expelled and others were punished by losing their rights to run for any office for having made certain speeches and for writing articles in newspapers, and
WHEREAS, these convicted claim that they did not get an impartial trial because those who tried them were their political opponents as well as their personal enemies, and
WHEREAS, it is generally unjust to deprive a member of the right to hold office in the union for having certain opinions, be they radical or conservative, and
WHEREAS, these differences of opinion have of late been so sharply divided that it would be unnatural to expect a grievance committee to be able to judge impartially any one indicted whom it regards as its opponent, be it therefore
RESOLVED, That the 10th Biennial Convention of the I. L. G. W. U. amends the clause of the constitution relating to trials in the following manner: that every indicted member who has cause to believe that the standing trial committees are prejudiced against him or her shall be entitled to be tried by a committee of 7, composed of 3 members chosen by the one indicted, 3 members chosen by the one making the charge and these six members of the committee shall choose a seventh member, and all these seven shall compose the trial committee.
Referred to Committee on Law.

Resolution No. 76.

WHEREAS, the last convention of the I. L. G. W. U. held at Chicago went on record favoring the establishment of a Needle Trades Alliance, and
WHEREAS, such an alliance has been created, but has thus far shown no signs of life nor activity, and
WHEREAS, since the houses are attempting through united action on their part to dislodge the necessity of living and conditions of the workers, it becomes now more important than ever the Needle Trades to create a strong alliance, be it therefore
RESOLVED, That the 10th Biennial Convention of the I. L. G. W. U. calls upon the incoming General Executive Board to do everything possible to bring back to life the Needle Trades Alliance thereby accomplishing the idea of one big powerful union of the needle trades workers.
Referred to Committee on National and International Relations.

Resolution No. 77.

WHEREAS, millions of American workers are at present suffering from the plague of unemployment that has settled in this country, and
WHEREAS, the employers of America are taking advantage of this condition and are conducting a campaign to destroy the labor unions, lengthen hours, and lower wages, thus thwarting the accomplishment of a half century of struggle and sacrifice, and
WHEREAS, by trading with Russia American industry can be brought back to more normal conditions and the menace to organized labor averted, and
WHEREAS, the government of the United States in refusing to trade with Russia, is helping to kill millions of Russian workers and peasants—their women and babies, and is also withholding regular work from millions of American workers now tramping the streets in search of jobs, and
WHEREAS, the principal manufacturing nations of Europe, including Great Britain, Germany, Italy, Norway and Sweden have concluded trade agreements with Russia and are thus helping to solve their own unemployment problems beside aiding the millions of famine victims, be it therefore
RESOLVED, that this 10th Biennial Convention of the I. L. G. W. U. goes on record as mandating that the government of the United States take immediate steps to recognize Soviet Russia and negotiate a trade agreement with that nation, and be it further
RESOLVED, that the delegates of the I. L. G. W. U. to the A. F. of L. convention in June, 1922, be instructed to present a resolution in this effect, and be it further
RESOLVED, that a copy of this resolution be forwarded to the President, to the State Department, to the National Labor Alliance, for trade relations with Russia, and be it further
RESOLVED, that this resolution be presented by our delegates to the Central Labor Unions in all cities where our locals are affiliated and that all our delegates vote favorably for such a resolution wherever presented.
Referred to Committee on Resolutions.

Resolution No. 78.

WHEREAS, it is already three years since the world war was ended and we still find in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature, and
WHEREAS, the sole justification for such prosecution and imprisonment, that of wartime necessity, no longer exists, and
WHEREAS, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial and religious war opponents; be it therefore
RESOLVED, that it is the opinion of this 10th Biennial Convention of the I. L. G. W. U. that the further prosecution and imprisonment in the United States of a body of political readers is contrary to the democratic ideal that and the traditions to which our country is committed, and be it further
RESOLVED, that we accordingly urge upon the President of the United States, upon the Attorney General of the United States, the Secretary of War, and the American Federation of Labor, with all earnestness at our command, the necessity of granting an immediate amnesty to all prisoners whose religious or economic beliefs formed the basis of their prosecution, trial and imprisonment.
Referred to Committee on Resolutions.
Resolution No. 79.

Introduced by delegation of Local No. 10.

WHEREAS, millions of dollars are deposited by the American working class in banking institutions where it earns enormous profits for the banking interests, and

WHEREAS, these funds are invested in industries operated on a non-union basis and are used to finance reactionary organizations opposed to labor and its struggles, and

WHEREAS, only intelligent, organized, cooperative effort on the part of the workers can end such a situation, be it therefore

RESOLVED, that this convention goes on record instructing our delegates to the next convention of the A. F. of L. to again introduce such a resolution for a Needle Trades Department in the A. F. of L. and work for it in the hope of eventual realization.

Referred to Committee on National and International Relations.

Resolution No. 81.

Introduced by delegation of Local No. 10.

WHEREAS, our International Union has at several of its conventions declared itself in favor of a Needle Trades Department in the American Federation of Labor, and

WHEREAS, such departments like the Building Trades Department, the Mining Department, the Metal Trades Department, the Railway Department, and several others already exist within the American Federation of Labor, and

WHEREAS, organizing on the department or allied industry basis finds hearty support and approval among our members, being the nearest approach to the idea of industrial unionism and likewise offering the workers a better defensive and offensive position with respect to their daily struggles with the employing class, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. goes on record instructing our delegates to the next convention of the A. F. of L. to again introduce such a resolution for a Needle Trades Department in the A. F. of L. and work for it in the hope of eventual realization.

Referred to Committee on National and International Relations.

Resolution No. 82.

Introduced by I. L. Davidson, delegate Local No. 104, and the delegation of Local No. 3.

WHEREAS, the Ladies' Tailors' Union, Local No. 104, has, due to the bad conditions in our industry, suffered a decrease in membership, and the maintenance of our union rests upon a small group of members who have constantly been heavily assessed

WHEREAS, the Joint Board of Chicago constitutes all locals of the L. O. W. of this town except Local No. 104, which has, about a year ago, at the recommendation of President Schlesinger, applied for affiliation with said Joint Board and has as yet not received a favorable answer

WHEREAS, in order to maintain our organization for the benefit of our members, we must have the affiliation of that central body which without any additional expense be able to take care of our industry, and

WHEREAS, the Ladies Tailors of the City of New York and other cities are part of the various Joint Boards, therefore be it

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. held in May, 1922, in Cleveland, Ohio, instruct the incoming General Executive Board to see to it that Local No. 104 be admitted to the Chicago Joint Board and thereby constitute a Joint Board of all the Ladies' Garment Workers of the City of Chicago

Referred to Committee on Adjustment.

Resolution No. 83.

Introduced by delegation of Local No. 23.

WHEREAS, the dress trade in New York City is controlled and managed at present by two Joint Boards, namely, the Cloak, Skirt and Reefer Makers' Union and the Joint Board of the Waist and Dress Makers' Union, a fact which is admitted by all to be detrimental to the interests of the workers engaged in that industry, and

WHEREAS, the dress trade in New York is poorly organized and Local No. 23, belonging to the Waist and Dress Joint Board, has shown no progress in organizing and controlling in a stable manner the large number of non-union dress shops in New York, and

WHEREAS, each season more and more cloak and skirt manufacturers are going into the dress line, other manufacturing on their own premises or making their work in sub-manufacturers' shops, and

WHEREAS, as a result of this, whenever we have a general strike or even in cases of individual strikes, our employers have an opportunity of going on with their business without loss and prolonging the strikes because of the fact that the dress trade is controlled by a different Joint Board with different agreements, be it therefore
RESOLVED, that the 16th Convention of the I. O. W. U., decide that the entire dress industry of New York City shall be under the control and management of the Joint Board of the Coat, Skirt and Reefer Makers' Union, which is best fitted to organize the trade and to combine all locals in the dress industry, placing the employers manufacturing clocks, skirts and dresses under one and the same agreement.

Reflected to Committee on Officers' Report.

Resolution No. 84.

Introduced by Louis Langer, Local No. 35 and Julius Hochman, Local No. 22.

WHEREAS, the International Ladies' Garment Workers' Union recognizes in the New York Call the only English daily labor paper in the East, and

WHEREAS, it behooves labor to support and strengthen its press and make of it a powerful weapon, and

WHEREAS, the New York Call Printing Co. exists to aid the New York Call and has established an up-to-date printing plant, the profits of which go to aid the New York Call, be it therefore

RESOLVED, that this convention of the International Union goes on record instructing its executive officers to give the New York Call Printing preferences in all printing done by the International office, provided its estimates meet those of other private union printing concerns, and be it further

RESOLVED, that the locals located in and around Greater New York, he urged to do likewise.

Reflected to Committee on Resolutions.

Resolution No. 85.

Introduced by Salvatore Ninno, Local No. 48 and Luigi Antonini, Local No. 89.

WHEREAS, the Rand School of Social Science has for many years rendered most valuable service in the field of working class education, thereby aiding and strengthening the progressive organizations of labor, and bringing upon itself the hatred of all the forces of reaction; and

WHEREAS, the Rand School is now fighting to uphold freedom of labor education by contesting the Lock Law in the State of New York, the aim of which is to bring all educational activities under a strict capitalist censorship; therefore be it

RESOLVED, that this sixteenth convention of the International Ladies' Garment Workers' Union sends fraternal greetings and good wishes to the Rand School in continuing and extending its useful work, and

RESOLVED, that the sum of one thousand dollars ($1,000) be here appropriated as a donation to help the Rand School in continuing and extending its useful work, and

RESOLVED, that we call upon all locals and joint boards of the International Ladies' Garment Workers' Union throughout the country to support the efforts of the Rand School to prevent the abrogation of the Lock Law in New York state and to prevent the passage of similar laws in other states.

Reflected to Committee on Resolutions.

Resolution No. 86.

Introduced by Louis Langer, Local No. 35 and Jacob Heller, Local No. 17.

WHEREAS, the Messengers Magazine, published by class-conscious and intelligent Negroes in New York, is the only Negro publication in America which supports the organized workers both on the industrial and the political fields, and

WHEREAS, the editors of the Messenger are well and favorably known to our entire movement, including most of our officers, and

WHEREAS, the Messenger has just been endorsed unanimously by the Central Trades and Labor Council of New York and given credentials to all its affiliated unions to raise funds for this worthy organ among the colored workers, and

WHEREAS, the Messenger has just been endorsed unanimously by the Central Trades and Labor Council of New York and given credentials to all its affiliated unions to raise funds for this worthy organ among the colored workers, and

WHEREAS, the editors, A. Philip Randolph and Chandler Owen have frequently and at all times when called upon, assisted our organization at mass meetings or during strikes, therefore be it

RESOLVED, that this Convention appropriate a sum of money to aid in the continued publication of this magazine for the dissemination of trade union education and ideas among the colored workers in general and the colored workers in our industry in particular.

Reflected to Committee on Resolutions.

Resolution No. 87.

Introduced by delegation of Local No. 9.

WHEREAS, the present Government of Russia has proven during the course of its existence to be faithful and loyal to the Russian people and has done everything in its power to abolish all the forms of tyranny and exploitation that existed under the Czar, and

WHEREAS, the capitalist governments of Europe are beginning to realize that it is a reliable and responsible government, with which they have entered into trade alliances, therefore be it

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union demands that the American Government shall immediately recognize the Russian Government and enter into trade relations with that country, and be it further

RESOLVED, that copies of this resolution he sent to the President and Secretary of the State Department, and also to the American Federation of Labor.

Reflected to Committee on Resolutions.

Resolution No. 88.

Introduced by A. Rothenberg, Local No. 1.

WHEREAS, our official organ, "Die Gerechtigkeit," should be an organ for the discussion of all affairs of our organization, and

WHEREAS, "Die Gerechtigkeit," under the editorship of Comrade Yanovaky does not entertain any difference of opinion but his own, and

WHEREAS, it is very essential to the life of our International that all shades of opinion shall appear in "Die Gerechtigkeit" on all questions affecting the policy and action of our International, be it therefore
RESOLVED, by the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, to open the columns of our official press to our members for the free discussion of all questions relating to our organization.

Referred to Committee on Resolutions.

Resolution No. 89.

Introduced by delegation of Local No. 48.

WHEREAS, the sample makers of the City of New York, who are the most skilled mechanics in the cloak, suit, skirt and dress making trades are the lowest paid workers, and

WHEREAS, all the collective and independent agreements either contain a clause or are guided by established precedent that sample makers can be discharged by an employer at the end of a week, be it therefore

RESOLVED, that this Sixteenth Biennial Convention, assembled in Cleveland, Ohio, instruct the incoming General Executive Board and the New York Joint Board of the Cloak makers' Union that in all future dealings with manufacturers' associations or individual employers, steps shall be taken to raise the salaries of the sample makers to equal that of the piece tailors and that in shops where there is piece-work, sample makers shall be permitted to be transferred to the work of piece tailors.

Referred to Committee on Resolutions.

Resolution No. 90.

Introduced by I. Bernadsky, delegate to Local No. 96 and delegation of Local No. 5.

WHEREAS, the Custom Dressmakers' Union, Local 60 of the City of New York, has made many attempts to organize the 8,000 workers engaged in that industry and met with failure, and

WHEREAS, the few hundred workers who belong to the Union, have the greatest difficulty in maintaining the conditions in some of the shops, due to the fact that the greatest number of establishments in the City of New York are non-union and conditions therein are much inferior to those in Union shops, and

WHEREAS, the inferior working conditions in the non-union shops, the lower wages, the longer hours, and the general treatment of the workers is bound to have and has an adverse and demoralizing influence upon the conditions of the workers in the Union shops, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. assembled in Cleveland, instructs the incoming General Executive Board that, immediately after the adjournment of the Convention, proper steps shall be taken to start a campaign for the organization of the thousands of girls in the Custom Dressmaking trade, and be it further

RESOLVED, that this convention authorize the incoming General Executive Board to appropriate the necessary funds for making such organization campaign a success.

Referred to Committee on Organization.

Resolution No. 91.

Introduced by Toronto delegation.

WHEREAS, Toronto, the largest cloak, skirt and dress center in the Dominion of Canada is unorganized, and

WHEREAS, after all the struggles and hardships that we have been going through during the last two years the employers did not succeed in wiping us out entirely, and we still maintain an organization, and

WHEREAS, the General Executive Board until recently has helped us to carry on a campaign of organization and such as we have every reason to believe would have been crowned with success, prevailing it would have been continued, therefore be it

RESOLVED, that this convention instructs the incoming General Executive Board to take up immediately the organizing of the workers in our industry in the city of Toronto.

Referred to Committee on Organization.

Resolution No. 92.

Introduced by delegations of Locals No. 41, 22, 25, 89, 60.

WHEREAS, in many small towns throughout New York, New Jersey, Connecticut and other neighboring states there are a large number of non-union shops engaged in the various branches of the ladies' garment industry, and

WHEREAS, the conditions and standards in these shops are much inferior to those prevailing in the union shops of New York City, and every well organized garment center, and

WHEREAS, the existence of such shops is a menace to our industry. Inasmuch as it encourages many manufacturers to transfer their shops to the neighboring country towns, and

WHEREAS, this causes an increase in the number of unemployed in the organized garment centers and gives rise to keep competition between workers for the obtainable jobs, thus giving the manufacturers the opportunity for an aggressive stand to lower union standards, and

WHEREAS, such a state of affairs obstructs the growth of our union, and threatens their very existence, be it therefore

RESOLVED, that the incoming General Executive Board of our International be instructed to immediately start an intensive organization campaign to organize the open shops in the above mentioned territory.

Referred to Committee on Organization.

Resolution No. 93.

Introduced by delegation of Local No. 48.

WHEREAS, Section 3 of Article 2 of our Constitution provides that representation at the Convention shall be upon the basis of the average number of members in good standing in the local union during the last six months preceding the month in which the call to the convention is issued, and

WHEREAS, it has been the adopted practice of the Record Department of the I. L. G. W. U. to take the census every six (6) months, on July 1st and January 1st of each year, and

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WHEREAS, it would be both impracticable and undesirable to take another census immediately after the January census had been taken for the purpose of complying with the strict letter of the above referred to section, be it therefore
RESOLVED, that the wording in that section be amended to read as follows: "The number of members whose names shall be computed upon the basis of the average number of members in good standing in the local union during the last six (6) months ending two months prior to the date on which the call to convention is issued."

Inasmuch as a result of the additional recreation afforded the workers, and
WHEREAS, a large number of our members have, during the past slack seasons, been unemployed and have suffered privation, and
WHEREAS, due to the many opportunities afforded the workers for educating themselves by our International and other labor organizations and the ever-increasing number of members craving for enlightenment, therefore be it
RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. go on record as favoring the only genuine 8-hour day, in-wit: a 5-day week of 8 hours each day, and be it further
RESOLVED, that the incoming General Executive Board act upon this Convention to formulate plans for the launching of a campaign towards the establishment of the 40-hour week.

Resolutions No. 94.

Introduced by S. Latkovits, F. Magnavita, S. Drasinsky, M. Goodman and F. Rosenfarb of Local No. 3.

WHEREAS, it has been demonstrated that production has not diminished under the 44-hour week, but, on the contrary, has increased as a result of the additional recreation afforded the workers, and
WHEREAS, a large number of our members have, during the past slack seasons, been unemployed and have suffered privation, and
WHEREAS, due to the many opportunities afforded the workers for educating themselves by our International and other labor organizations and the ever-increasing number of members craving for enlightenment, therefore be it
RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. go on record as favoring the only genuine 8-hour day, in-wit: a 5-day week of 8 hours each day, and be it further
RESOLVED, that the incoming General Executive Board act upon this Convention to formulate plans for the launching of a campaign towards the establishment of the 40-hour week.

Resolutions No. 95.

Introduced by Local No. 3.

WHEREAS, for the last four years there exists in Russia a Soviet government, and
WHEREAS, many capitalistic nations have already recognized or are about to recognize the Russian government, and
WHEREAS, Russia is now represented at the Genoa Conference, which, in itself, is a recognition, and
WHEREAS, if Russia will be recognized, trade relations will commence and as Russia is to necessary of all sorts of implements and other articles which cannot at present be produced in Russia, they may place these orders in America and thus alleviate the unemployment existing at present, which will bring prosperity to the land, be it therefore
RESOLVED, that this Sixteenth Biennial Convention, assembled in Cleveland, Ohio, calls upon the President of the United States, the Senate and Congress to recognize the existing Russian government, and be it also
RESOLVED, that copies of this resolution be sent to the President of the United States, to the Senate and to Congress.

Referral to Committee on Resolutions.

Resolution No. 96.

Introduced by delegation of Local No. 50.

WHEREAS, there are a number of locals in the City of New York whose members are engaged in the making of dresses, and
WHEREAS, time and again there have arisen jurisdictional questions between one local and another, and
WHEREAS, the standards and conditions are different in the various locals and it being so, there is competition between one shop and another resulting in lowering the standards of the better paid workers, be it therefore
RESOLVED, that the Sixteenth Biennial Convention in Cleveland assembled instructs the incoming General Executive Board that immediately after the adjournment of this convention, they organize a joint board of the entire dressmaking industry of Greater New York, embodying Locals Nos. 10, 22, 23, 41, 50, 60, 68 and 90.

Referral to Committee on Officers' Report.

Resolution No. 97.

Introduced by delegation of Local No. 62.

WHEREAS, there are about 6,000 unorganized white goods workers in Newark, N. J., and
WHEREAS, these unorganized workers are threatening the existing union conditions of the white goods workers in New York City, be it therefore
RESOLVED, that the Sixteenth Biennial Convention in Cleveland assembled instructs the incoming General Executive Board to start a vigorous campaign to organize the white goods workers in Newark, be it further
RESOLVED, that this campaign begin immediately after the adjournment of this convention.

Referral to Committee on Organization.

Resolution No. 98.

Introduced by delegates of Local No. 50.

WHEREAS, the various locals of Greater New York have, time and again, made tremendous efforts to organize the non-union workers, involving an expense of tens of thousands of dollars, and
WHEREAS, the undertaking of such organization campaigns by each local separately has proved to be unsuccessful, and
WHEREAS, the Sixteenth Biennial Convention in Chicago has decided that a District Council be organized in Greater New York and as yet this decision has not been carried out, be it therefore
RESOLVED, that this convention directs the incoming General Executive Board to call a conference of representatives from all local unions of Greater New York and organize a District Council immediately after this convention, and be it further
RESOLVED, that this District Council is to conduct and have full charge of the organization work and such organization work is to affect every trade connected with the I. L. G. W. U.

Referral to Committee on Resolutions.
Resolution No. 99.

Introduced by delegation of Local No. 3 and Local No. 90.

WHEREAS, members of the Custom Dressmakers’ Union, Local No. 90, and the Ladies’ Tailors’ Union, Local No. 3, are working together to organize the ladies’ tailors in the majority, unless their employers will also agree to unionize the custom dressmaking department.

Resolved, that the Joint Board of the Cloak, Suit and Skirt Makers’ Union of New York, acting in behalf of the ladies’ tailors, shall be requested to negotiate with the ladies’ tailors’ employers, who employ ladle’s tailors in the majority, unless these employers will also agree to unionize the custom dressmaking department.

Resolved to Committee on Resolutions.

Resolution No. 100.

Introduced by Jacob Halpern, N. Y. Waist and Dress Joint Board, Israel Feinberg, N. Y. Cloak Joint Board; Louis Langer, Local 35; Sol Metz, Local No. 1; H. Schoolman, Chicago Cloak Joint Board; Sol Seldman, Cincinnati Joint Board, and D. Dubinsky, Local No. 10.

WHEREAS, the International Ladies’ Garment Workers’ Union has always actively supported the Socialist party of the United States and the political arm of the labor movement, and

WHEREAS, the Socialist party has issued a call for unity of the entire labor movement upon the political field, and is actively working toward the realization of a united party of the working class, and

WHEREAS, it is the duty of the International Ladies’ Garment Workers’ Union, its locals, joint boards and its members, actively to support the work of the Socialist party in this new move for working class political unity as they have supported it in its campaigns in the past, therefore be it

RESOLVED, that the International Ladies’ Garment Workers’ Union, in its Sixteenth Convention assembled, call upon its membership to support the local state and congressional campaigns of the Socialist party wherever possible, and be it further

RESOLVED, that the International Ladies’ Garment Workers’ Union in convention assembled, appropriate a fixed sum for the work of the National Organization of the Socialist party.

Resolved to Committee on Resolutions.

Resolution No. 101.

Introduced by Louis Langer, Local No. 35; Stankevitch, Local 17, and M. Caro linsky, Local 35.

WHEREAS, there are at present in conference in Genoa, Italy, representatives of the majority of countries in the world, and

WHEREAS, the purpose of this conference is to stabilize the economic conditions in the European countries and the world over, and

WHEREAS, the delegates of Soviet Russia have at that conference presented a demand that the allied nations reimburse the losses suffered by the tens of thousands of Jews, victims of the countless pogroms in the Ukraine and White Russia, instigated and committed by bands in the civil strife aided and abetted by the governments of these allied nations, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U., a labor organization consisting of tens of thousands of citizens of the United States, heartily support this demand of the representatives of Soviet Russia in Genoa.

Resolved to Committee on Resolutions.

Resolution No. 102.

Introduced by J. Heller, Local 117; H. Wander, Local 23; J. Halpern, Dress and Waist Joint Board; A. Welman, Local 35; A. Berkovich, Local 17, and H. Slutsky, Local 35.

WHEREAS, the present trial for treason of hundreds of miners in the coal fields of West Virginia has disclosed a state of utter destitution prevailing among the families of these embattled workers for labor’s freedom, and

WHEREAS, these thousands of miners, have, for over a year, been forced by the brutal mine owners of West Virginia to camp in tents, being dispossessed from the “company homes” and to subsist on the aid and support offered them by their own fellow workers from the miners’ union and from other organizations, and

WHEREAS, our International has, upon more than one occasion, expressed its full sympathy, moral and material, with these industries’ staunch fighters for the right to organize and for freedom of speech and assembly, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. opens a fund for the children of the fighting miners of West Virginia offering them broad hearted love and aid and assistance which we can give them and which it is our sacred duty to give.

Resolved to Committee on Resolutions.

Resolution No. 103.

Introduced by J. Brzeslaw, Local 35; Louis Langer, Local 35; I. Feinberg, N. Y. Cloak Joint Board; L. Pinkofsky, Local 23; Sol Metz, Local 1, and Philip Levine, Local 35.

WHEREAS, the Labor Publication Society, an organization composed of men and women of the labor movement, fully capable and qualified to speak its needs, hopes and aspirations, has launched the publication of a monthly magazine called the “Labor Age”, and

WHEREAS, this magazine, now seven months old, has proved to be a very valuable contribution to the labor literature of America, serving as a true mirror of the various tendencies with-in this movement and presenting an impartial view of all the stirring problems that confront labor in America and all over the world, and

WHEREAS, in these days of heated partisanship and intolerance of opinion, even within the labor movement, such a medium of impartial and genuinely solid information, even more valuable and desirable, be it therefore

RESOLVED, that the International Ladies’ Garment Workers’ Union, in its Sixteenth Convention assembled, call upon its membership to support the local state and congressional campaigns of the Socialist party.

Resolved to Committee on Resolutions.

Resolution No. 104.

Introduced by J. Polakow, Local 35; Louis Langer, Local 35; I. Feinberg, N. Y. Cloak Joint Board; L. Pinkofsky, Local 23; Sol Metz, Local 1, and Philip Levine, Local 35.

WHEREAS, the delegates of Soviet Russia have at that conference presented a demand that the allied nations reimburse the losses suffered by the tens of thousands of Jews, victims of the countless pogroms in the Ukraine and White Russia, instigated and committed by bands in the civil strife aided and abetted by the governments of these allied nations, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U., a labor organization consisting of tens of thousands of citizens of the United States, heartily support this demand of the representatives of Soviet Russia in Genoa.

Resolved to Committee on Resolutions.
RESOLVED, that the Sixteenth Biennial Con-
vention of the I. L. G. W. U. endorse the "Labor
Age" magazine and pledge it its moral and
material support, hoping that it may serve
as a clearing house for disseminating all ideas,
thoughts and general information of, for, and
by the labor movement.

Referred to Committee on Resolutions.

Resolution No. 104.

Introduced by delegation of Local No. 1.

Article IX, Section 5, shall be amended to
read as follows:

"Any elective or appointive officer of a local
union may be removed from office for violation
of this constitution or of the by-laws of the
local union, or because of the commission of
any act which may be calculated to impair the
usefulness of the organization, or which is un-
becoming to the dignity of the office held by
him, or by a local, through a referendum vote.
No officer shall be recalled unless a two-third
majority vote forces such removal. Charges
against an officer of a local union shall be
presented and the trial conducted in the same
manner as the charges against any other mem-
ber of the I. L. G. W. U."

Referred to Committee on Law.

Resolution No. 105.

Introduced by delegations of Locals
No. 1, No. 9, No. 22 and No. 25.

Section 3, Article 3, Page 13 should read as
follows: "The election shall be by ballot, those
receiving the highest number of votes shall
stand elected. Whenever there is but one can-
didate nominated, the election may be by ac-
clamation. The Convention, while electing the
General Executive Board shall, at the same time,
and in the same manner, elect six (6) alternates
who shall according to their rotation be seated
as members of the General Executive Board.
In the event should a vacancy occur by reason
of resignation, expulsion, disability or death of
any regularly elected member of the Board." (Section 3 of Article 3 is hereby repealed.)

Referred to Committee on Law.

Resolution No. 106.

Introduced by delegations of Locals
No. 1, No. 9, No. 22 and No. 25.

Section 12, Article 2.

Any decision of the Convention shall be sub-
ject to a referendum vote of the membership if
one-third of the delegates at the convention so
decide.

Referred to Committee on Law.

Resolution No. 107.

Introduced by delegations of Locals
No. 1, No. 9, No. 22 and No. 25.

Section 2, Article 6, shall read:

A charter shall not be granted to a local union
in a branch of the trade of which there is
another local union in existence in the same city
or locality.

Referred to Committee on Law.

Resolution No. 108.

Introduced by delegations of Locals
No. 1, No. 9, No. 22 and No. 25.

Section 2, Article 7.

The Joint Board shall be a representative
body consisting of a number of delegates in
proportion to the membership of each local
union affiliated with it. The basis of propor-
tion to be determined by each joint board re-
spectively.

Referred to Committee on Law.

Resolution No. 109.

Introduced by delegates of Local No.
1, No. 9, No. 22 and No. 25.

Section 3, Article 5, Page 24 shall read in
conclusion:

"No member of the General Executive Board
shall be eligible to serve as a paid General
Organizer.

Referred to Committee on Law.

Resolution No. 110.

Introduced by delegates of Locals
No. 1, No. 9, No. 22 and No. 25.

Section 1, Article 4, Page 21.

Change the words "Vice-Presidents" to "mem-
ers of the General Executive Board".

Referred to Committee on Law.

Resolution No. 111.

Introduced by delegates of Locals
No. 1, No. 9, No. 22 and No. 25.

Section 10, Article 3. Page 17.

Eliminate word "first" from the first sentence.

Referred to Committee on Law.

Resolution No. 112.

Introduced by delegates of Locals
No. 1, No. 9, No. 22 and No. 25.

Section 2, Article 2, Page 6 reads:

"If any special convention of the International
Indies' Garment Workers' Union is called, all
deleates of the preceding regular convention
who have retained their eligibility in accord-
ance with the provisions of this Constitution shall
represent the local unions at such special con-
vention."

To this shall be added the following:

"unless the local union decides to hold new
elections for delegates to such special con-
vention."

Referred to Committee on Law.
Resolution No. 113.

Introduced by delegates of Locals No. 1, No. 9, No. 22 and No. 25.

Section 1. Article 3, Page 14 shall read as follows:

The General Officers of the I. L. G. W. U. shall be the General President, General Vice-President, General Secretary-Treasurer and twelve (12) General Executive Board members, of whom six (6) shall be residents of New York City and members of New York locals; the remaining six shall reside outside of New York and be members of locals outside of New York.

Referred to Committee on Law.

Solution No. 114.

Introduced by A. Goldin, Local 17; A. Belson, Local 17; M. Carolinsky, Local 35, and J. Stankewitch, Local 17.

WHEREAS, the Young People's Socialist League has undertaken the task of educating the youth of the country in the principles of Socialism and of the necessity of working class solidarity, and

WHEREAS, without such solidarity on the part of the youth now growing up much of the work that our union has done will have to be done over again in another generation, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union, in convention assembled, recommends to its locals and joint boards that they cooperate with the Young People's Socialist League in their campaign to enlist membership, and be it further

RESOLVED, that the International Ladies' Garment Workers' Union appropriate a fixed sum for the Young People's Socialist League.

Referred to Committee on Resolutions.

Resolution No. 115.

Introduced by L. Pinkofsky, Local 23; Louis Langer, Local 35; Philip Levine, Local 35; I. Perlmuter, Local 10; Isidor Nagel, Local 10; H. Borstelh, Local 35; A. Belson, Local 17, and A. Goldin, Local 17.

WHEREAS, the New York Call is the only newspaper in the English language published in the East, solely in the interest of the working class and the trade union movement, and

WHEREAS, in all the battles waged by the International Ladies' Garment Workers' Union and its branches, the New York Call has loyally and enthusiastically supported the side of the workers, and

WHEREAS, the persecution of the New York Call and its loss of mailing rights for nearly four years, were caused solely by the loyalty of the New York Call to the interests of the workers, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union in Sixteenth Convention assembled, call upon all its members to support the Call, to purchase and read it, and to constitute themselves a circulation committee to increase its circulation and influence, that the local unions and joint boards affiliated with the International affiliate with the New York Call Labor Conference, and be it further

RESOLVED, that the International Ladies' Garment Workers' Union in convention assembled, appropriate a fixed sum out of its treasury for the New York Call.

Referred to Committee on Resolutions.

Resolution No. 116.

Introduced by A. Rodin, Local 18; Max Carolinsky, Local 35; Louis Langer, Local 35; Elizabeth Rudolph, Local 16; Samuel Friedman, Local 20; H. Feld, Local 1; B. Bloomberg, Local 37; A. Sper, Local 59; J. Breslaw, Local 35; Max Libow, Local 64; H. Greenberg, Local 25; Nicholas Doll, Local 127, and Isidor Scheinbolitz, Local 22.

WHEREAS, Brother Morris Slgman, a member of Local No. 35, Cloak, Pressers' Union, and First Vice-President of our International is giving up his activities with our International for various reasons, and

WHEREAS, Brother Morris Sigman has been for many years officially and unofficially connected with our organization and in those years has helped with all his strength and energy to build up our International, the proud edifice of the Labor Movement, and

WHEREAS, Brother Morris Sigman's activities and sincere devotion will surely be greatly missed in the organization, but since he has decided to retire we must bow to his decision, be it therefore

RESOLVED, that this convention express its gratitude and hearty appreciation to Brother Sigman for his great devotion and hard and sincere labor in the building of our International, and be it further

RESOLVED, that this convention give Brother Sigman a token of appreciation as an expression of gratitude for his never-to-be-forgeten work in our organization in behalf of our entire membership, irrespective of race, creed or religious beliefs.

Referred to Committee on Resolutions.

Resolution No. 117.

Introduced by delegations of Local 9 and Local 25.

Section 2, Article 3 (Additional paragraph to be known as Section 2-a.) All general officers shall be subject to recall by an affirmative vote of locals representing a majority of the membership of the I. L. G. W. U. Each local shall have a vote proportional to the number of its good standing members at the last preceding convention. The recall of any general officer may be demanded by a number of locals representing one-fourth (1/4) of the membership of the I. L. G. W. U. When such a demand is made upon the G. E. U. said demand shall, within thirty (30) days, be submitted to the general membership of the I. L. G. W. U. through their respective locals for a referendum vote.

Referred to Committee on Resolutions.

Resolution No. 118.

Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.

 Resolution No. 113.

Introduced by delegates of Locals No. 1, No. 9, No. 22 and No. 25.

Section 1. Article 3, Page 14 shall read as follows:

The General Officers of the I. L. G. W. U. shall be the General President, General Vice-President, General Secretary-Treasurer and twelve (12) General Executive Board members, of whom six (6) shall be residents of New York City and members of New York locals; the remaining six shall reside outside of New York and be members of locals outside of New York.

Referred to Committee on Law.

Resolution No. 114.

Introduced by A. Goldin, Local 17; A. Belson, Local 17; M. Carolinsky, Local 35, and J. Stankewitch, Local 17.

WHEREAS, the Young People's Socialist League has undertaken the task of educating the youth of the country in the principles of Socialism and of the necessity of working class solidarity, and

WHEREAS, without such solidarity on the part of the youth now growing up much of the work that our union has done will have to be done over again in another generation, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union, in convention assembled, recommends to its locals and joint boards that they cooperate with the Young People's Socialist League in their campaign to enlist membership, and be it further

RESOLVED, that the International Ladies' Garment Workers' Union appropriate a fixed sum for the Young People's Socialist League.

Referred to Committee on Resolutions.

Resolution No. 115.

Introduced by L. Pinkofsky, Local 23; Louis Langer, Local 35; Philip Levine, Local 35; I. Perlmuter, Local 10; Isidor Nagel, Local 10; H. Borstelh, Local 35; A. Belson, Local 17, and A. Goldin, Local 17.

WHEREAS, the New York Call is the only newspaper in the English language published in the East, solely in the interest of the working class and the trade union movement, and

WHEREAS, in all the battles waged by the International Ladies' Garment Workers' Union and its branches, the New York Call has loyally and enthusiastically supported the side of the workers, and

WHEREAS, the persecution of the New York Call and its loss of mailing rights for nearly four years, were caused solely by the loyalty of the New York Call to the interests of the workers, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union in Sixteenth Convention assembled, call upon all its members to support the Call, to purchase and read it, and to constitute themselves a circulation committee to increase its circulation and influence, that the local unions and joint boards affiliated with the International affiliate with the New York Call Labor Conference, and be it further

RESOLVED, that the International Ladies' Garment Workers' Union in convention assembled, appropriate a fixed sum out of its treasury for the New York Call.

Referred to Committee on Resolutions.

Resolution No. 116.

Introduced by A. Rodin, Local 18; Max Carolinsky, Local 35; Louis Langer, Local 35; Elizabeth Rudolph, Local 16; Samuel Friedman, Local 20; H. Feld, Local 1; B. Bloomberg, Local 37; A. Sper, Local 59; J. Breslaw, Local 35; Max Libow, Local 64; H. Greenberg, Local 25; Nicholas Doll, Local 127, and Isidor Scheinbolitz, Local 22.

WHEREAS, Brother Morris Slgman, a member of Local No. 35, Cloak, Pressers' Union, and First Vice-President of our International is giving up his activities with our International for various reasons, and

WHEREAS, Brother Morris Sigman has been for many years officially and unofficially connected with our organization and in those years has helped with all his strength and energy to build up our International, the proud edifice of the Labor Movement, and

WHEREAS, Brother Morris Sigman's activities and sincere devotion will surely be greatly missed in the organization, but since he has decided to retire we must bow to his decision, be it therefore

RESOLVED, that this convention express its gratitude and hearty appreciation to Brother Sigman for his great devotion and hard and sincere labor in the building of our International, and be it further

RESOLVED, that this convention give Brother Sigman a token of appreciation as an expression of gratitude for his never-to-be-forgeten work in our organization in behalf of our entire membership, irrespective of race, creed or religious beliefs.

Referred to Committee on Resolutions.

Resolution No. 117.

Introduced by delegations of Local 9 and Local 25.

Section 2, Article 3 (Additional paragraph to be known as Section 2-a.) All general officers shall be subject to recall by an affirmative vote of locals representing a majority of the membership of the I. L. G. W. U. Each local shall have a vote proportional to the number of its good standing members at the last preceding convention. The recall of any general officer may be demanded by a number of locals representing one-fourth (1/4) of the membership of the I. L. G. W. U. When such a demand is made upon the G. E. U. said demand shall, within thirty (30) days, be submitted to the general membership of the I. L. G. W. U. through their respective locals for a referendum vote.

Referred to Committee on Resolutions.

Resolution No. 118.

Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.
Section 1, Article 3, Page 18.

Change the words "Vice-Presidents" to "members of the General Executive Board."

Referred to Committee on Law.

Resolution No. 119.

Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.

Section 7, Article 6, shall read:

No member of the I. L. G. W. U., who has been a manufacturer or contractor and also a person who has a right to hire and discharge shall be eligible to hold a paid office in any office of local union or of a joint board or of a district council or general office for at least five years after they had given up their business and become members of our union.

Referred to Committee on Law.

Resolution No. 120.

Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.

Section 9, Article 7 shall read:

All of the local unions of the I. L. G. W. U. of any one city or locality irrespective of the trade or branch of the trade represented by them shall organize a District Council, which shall consist of a proportional number of delegates from each local union. The basis of proportion to be determined by each District Council respectively.

Referred to Committee on Law.

Resolution No. 121.

Introduced by delegation of Local No. 22.

RESOLVED, that Article 2, Section 3 of the Constitution of the I. L. G. W. U. shall be amended to read:

"Representatives at the Convention shall be upon the following basis: Local Unions with a membership of five hundred (500) or less shall be entitled to one delegate; Local Unions with a membership of more than five hundred (500) but not more than one thousand (1000) shall be entitled to two delegates; Local Unions having a membership of more than one thousand (1000) shall be entitled to two delegates for the first thousand and one delegate for each additional thousand or major fraction thereof. The number of members, etc., until end of section."

Referred to Committee on Law.

Resolution No. 122.

Introduced by delegation of Local No. 22.

WHEREAS, Local No. 22 has by far the largest number of dressmakers in its membership and practically controls the dress trade of the City of New York, be it therefore

RESOLVED, that this Convention goes on record eliminating the word "dressmakers" from the charter name of Local No. 22.

Referred to Committee on Officers' Report.

Resolution No. 123.

Introduced by delegation of Local No. 22.

WHEREAS, the short sighted policy of isolation which the A. F. of L. has been following is inconsistent with the interests of the American working class as well as that of the workers of other countries whose standards of living is being imperiled by the concerted attacks of International capital, and

WHEREAS, only a common resistance of the labor movement of all countries, regardless of political or social opinions they now hold can successfully cope with the crisis which this situation has created, be it therefore

RESOLVED, that the convention of the I. L. G. W. U. of America views favorably and endorses the decision of the Three Internationals at Berlin to call a world congress of labor for the purpose of forming a united front against the attacks of International Capitalism upon the working class, and be it further

RESOLVED, that the Convention calls upon the A. F. of L. to send delegates and participate in the congress when it is called, and instruct the delegates at the next convention of the A. F. of L. to raise the question on the floor of the convention and speak and vote for the sending of delegates to the world congress of labor, and be it further

RESOLVED, that the convention elects two delegates to represent the workers of the I. L. G. W. U. in case the A. F. of L. should decline to participate in the aforesaid world congress.

Referred to Committee on Resolutions.

Resolution No. 124.

Introduced by delegation Local No. 22.

WHEREAS, the workers employed in our industry are working under two systems, namely, piece work and piece work, which is causing antagonism and disunion among the workers engaged under these two systems of work, and

WHEREAS, the setting of prices in the various shops makes it impossible for our union to standardize the wages and earnings of our members in our industry, and

WHEREAS, the settling of prices by the workers in the various shops tends to degrade and demoralize the character of our union as a consequence of their constant conflicts with the employers in the bartering and haggling for prices, and

WHEREAS, the piece work system makes the workers slaves of bundles, styles and difference in prices, thereby causing antagonism and disunity among the ranks of the workers, and

WHEREAS, the piece work system drives the workers to self intensified slavery and exploitation and makes for jealousy caused by the lots, styles and big bundles for which they often reduce prices, therefore be it

RESOLVED, that this convention goes on record in adopting the piece work system in
our entire industry which will do away with the evils resulting from piece-work and the
competition and friction between worker and worker and will standardize the wages in our in-
dustry thus strengthening our organization, up-
lifting the economic, moral, and spiritual stand-
our membership.

Referred to Committee on Officers' Report.

Upon motion duly made and seconded,
the session adjourned, at 12 M. to re-
convene Monday, May 8th, at 9:30 a. m.

Seventh Day—Monday Morning Session

President Schlesinger opened the tenth
session at 9:30 a. m.

The following delegates responded to
the roll call:

Charles Jacobson, Brother Friedman,
Arthur S. Samuels, Anna La Guardia, H.
Levine, M. Zietz, J. Gold, L. Langer, D.
Dubinsky, M. Machlin, Samuel Freedman,
A. Cesimini, V. Celesti, H. Stiatzy, J.
Heller, A. Berkowitz, A. Volardi, Brother
Molinâni. A. Seidman, Philip Goodman,
Basilio Desti, H. Green, J. Borachowitz,
Salvatore Ninfe, B. Shane, Joel Levin,
Jose Stankewitch, Brother Catanzio, Rose
Pessutta, A. Goldin, M. Leventhal, B.
Adler, Louis Goldstein, Nathan Solomon,
A. Brick, A. Zirlin, N. Schechter, M.
Essig, E. Schechtman, Philip Bartel, Den-
nis Cronin, Ben Bartel, Peter Fonti,
Max Libow, Leon Rosenblat, M. Greffer,
Philip Goldner, C. Goldberg, S. Nour,
L. Galkinsky, Morris Brass, R. Cerráncine,
R. Esposito, A. Lupin, S. Lefkovits, Louis
Faspu, Sam Clipes, A. Belson, F. Comu-
nale, Frank Magnavita, V. Chiarciaro,
Harry Chancer, H. Greenberg, M.
Yangowitz, R. Temkin, P. Gottlieb, Daniel
Goldman, William Barcan, J. Rubin, M.
Demarzky, A. C. Faessler, H. Gordon,
Louis Wexler, B. Kurland, Louis Brook,
K. Loske, S. Silverman, L. Pinkofsky, I.
Schoenholz, N. Margolis, A. Jacobson,
B. Schub, M. Bass, J. Snyder, H. Bakut,
S. Etkind, L. Laufman, B. Bloomberg,
L. Friedman, M. Goldowsky, J. Bernstein,
M. Recietore, S. Prisant, Sol Metz,
Harry Hendler, Eva Paisha, Max Gor-
enstein, B. Schaffer, J. Lauch. A. Rub-
in, G. Columbo, C. Lipshutz, R. Hol-
land, Abe Katorisky, Rose Kaplan, Jot
Hyman, Joe Siegel, S. Goldberg, Eva
Post, Max Zucker, Nathan Weiss, H.
Greenberg, L. Baebora, C. Morris, Geo.
Rubin, Jacob Mann, Ethel Ayan, John
C. Ryan, Harry Dordick, Abe Stein, T.
Caplan, H. Weiner, K. Wagner, I. David-
son, Jack Tycher, A. Snyder, M. Fine-
berg, Max Carolinsky, Jos. L. Morick,
Roy Glassman, M. Steinberg, D. Welsa-
man, B. Fogel, Phillip Levine, J. Gilman,
Louis Hyman, Harry Fein, Philip Ancel,
H. Schoolman, Morris Sircle, L. Golub,
J. Halperin, N. Ginsberg, J. Breslaw,
M. Guzman, E. Rudolph, H. Boernstein,
Fannie Shapiro, Sam Grakin, Anna
Schwartz, Esther Popowitz, Harry Wan-
der, Yetta Malafsky, David Slifkin,
Samuel Winick, Y. Bleiman, M. Frank,
M. Amdur, N. Freedman, Isidor Graff,
Fannie M. Cohn, A. Pearsan, Miriam
Levine, Sonnia Farber, Julius Hochman,
L. Antonini, I. Borndasky, S. Amico, M.
Leonardi, Simon A. Farber, Elias Reis-
berg, Margaret Di Maggio, J. Schwartz,
I. Feinberg, Esther Schweitzer, Nathan
Riesel. I. Wolman, Harry Berlin, Benja-
min Sachs, I. Farblach, Brother Teeman,
Joseph Fish, Brother Monesson, H. Kru-
ger, Isidore Nagler, Isaac Posen, S. Eh-
renzweig, M. Samuel, Samuel Dreinsky,
B. Chazanow, Carrie Gallagher, Tele
Lapi, J. Snodler, F. Rosenfarb, M. Good-
man, Clara Gerben, R. Jacobovitz, J.
Sladovitz, A. Nonicki, Sam Ursitzen, Lena
Goodman. A. Kaplan.

Secretary Baroff read the following
telegrams which were received with ap-
plause.

New York City, May 8, 1922.

Delegates and Officers,
10th Biennial Convention, International
Ladies' Garment Workers' Union,
Engineers Auditorium, Cleveland, O.:
Congratulations and best wishes. We are con-
fident that the work and legislation of the Con-
vention will further the solidarity and harmony
within our ranks. We know that all the vic-
tories achieved up till now were won only by
constructive work and not by mere phrases.


Chicaco, Ill., May 8, 1922.

Heuj. Schlesinger,
I. L. G. W. U., Cleveland, O.:

Mothers and babies of cigar makers are still
in jail. We can save them, but we need funds.
They are stretching their little arms to the
comrades of the Convention to help them free
themselves from the clutches of the jail.

Executive Board, Amalgamated Tobacco
Workers' Union. J. Miller, Secy.

Buffalo, N. Y., May 6, 1922.

Sixteenth Convention of the International
Ladies' Garment Workers' Union,
Engineers Auditorium, Cleveland, O.:

Mr. Benjamin Schlesinger, President; Mr. Abra-
ham Baroff, Secretary, and all delegates, greet-
luge: In this reactionary period when organized
capital is making strenuous efforts to deprive labor of its gains, achieved through many years of hard struggle. Our International, through its recent great victory in the cloak industry succeeded in maintaining its former position. We may well be proud of the fact that our International is the only labor organization in the United States which succeeded, so wonderfully, in defending its former position and maintaining solidarity. Upon this, you, the delegates and officials assembled at this Convention should be congratulated. However, your fight is not over. The employers in the ladies' garment industry are planning a new attack upon our beloved organization, and before long we may be engaged in another serious conflict. But fear not, when you are united the spirit and enthusiasm of 1910 shall be with you. Now, more than ever, is needed a united front. From the depths of my heart, I wish you the utmost success in all your deliberations.

Sol. Polakoff, Ex-Vice-President, International Ladies' Garment Workers' Union.

New York City, May 6, 1922.

Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.: New York City, May 6, 1922.

We, the members of the Anarchist Trade Union Verband, at a meeting held Saturday, May 6th, greet the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union and adopted the following resolution: Whereas, the craft Unions divide the ranks of the workers in the industry and create antagonism to their organization, therefore, be it resolved, that the Anarchist Trade Union Verband recommend to the International Ladies' Garment Workers' Union Convention, now in session at Cleveland, that said Convention endorse the Shop Delegates system which will give the initiative and call forth the activity of the members and bring about unity in the organization.

Anarchist Trade Union Verband.
M. Levine, Acting Secretary.

To the 16th Convention of the I. L. G. W. U., Engineers Auditorium, Cleveland, O.:

We, the finishers of Moe Kushner's Shop, 103 Madison Avenue, New York, in retrospect of the last election of Locals 1 and 2, we recall the undaunting leaders that were issued, the undesirable kind of antagonisms that were displayed which hurt the prestige of our Union.

We, therefore, ask the 16th Convention of the I. L. G. W. U. to pass a rule which will make the recurrence of this evil impossible.

With sincere greetings.
The Committee.

I. S. The same locals have formed campaign committees which they call "General Organization Committees," through which the minds of our brothers are poisoned. These committees should be disbanded.

New York City, May 7, 1922.

To the 16th Biennial Convention of the I. L. G. W. U., Locomotive Engineers Auditorium, Cleveland, O.:

In the name of the Executive Board of Local 24, Millinery and Ladies' Straw Hat Workers' Union, we extend to you our heartiest greetings, wishing you success in the strengthening of your organization. In our hope that the International Ladies' Garment Workers' Union will join with other Needle Trades' Unions in the immediate consolidation of these trades into one amalgamated Union for the benefit and welfare of all workers concerned.

H. Zukowsky, Chairman.
R. Radoseh, Secretary.

Sixteenth Biennial Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.:

Greetings: Wishing you success in your work and may it be guided by the spirit of progress. We hope that this Sixteenth Biennial Convention will go emphatically on record for the amalgamation of the entire Needle Industry. Let this unity of action be the keynote of your future activity.
The Workers of the Eagle Dress Co.

New York City, May 7, 1922.

Convention, International Ladies' Garment Workers' Union, Engineers Auditorium, Cleveland, O.:

Brothers: We, the members of the Organization Committee of Local 1, at a regular meeting held at Manhattan Lyceum, this afternoon, May 6th, 1922, hereby protest against the unseatling of our worthy brothers Rothman and Shealy. We feel that they were unseated because they are with the idealistic position in our Union. We further ask that you should not seat any substitutes that may come to the Convention, because substitutes are to be elected, as such, in our local. We did not elect any substitutes. The Executive Board and the membership have decided this at a regular meeting. We are satisfied that our local shall be represented with these delegates that have remained. We again ask you that under no circumstances should you seat those candidates that were defeated at the election when running for same.

Morrie Cooper, A. Heshlanski, A. Rosenberg.

Convention, I. L. G. W. U., Engineers Auditorium, Cleveland, O.:

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Anarchist Trade Union Verband.
M. Levine, Acting Secretary.
Dear Friends:

We are cognizant of the important and serious questions pertaining to your organization, which are before you for consideration. We, however, are taking the liberty, despite your many problems, to appeal to you to give heed to our urgent needs because at no time in the history of the Society has it been confronted with greater demands for services, both here and abroad, than at present.

Hundreds of thousands of wander-weary human beings are appealing for service to the HIAS, and must be heeded because it comes from wives and children, fathers, mothers, sisters and brothers, flesh of our flesh and blood of our blood. A haven of refuge must be found for them.

Our activities must not be permitted to be lessened. It is imperative that we carry on our humanitarian efforts.

We wish you best success in your efforts on behalf of mankind, and trust that these endeavors will also include those who look to HIAS for service.

With heartfelt wishes for the success of your Convention.

Very sincerely yours,

J. W. L. Remask
President.

Referred to Committee on Resolutions.

The chairman of the Credentials' Committee, Brother Breslaw, presented the following special report:

We have received two additional credentials, one from the Ladies' Waist Makers of New York, Local 28, for Charles Jacobson, alternate delegate, and one from Toronto Cloak Makers, Local 14, for N. Freedman. The Committee recommends that they both be seated.

Recommendation unanimously carried.

Delegate Nathan Solomon, a member of the Arrangements Committee, announced that the automobile sight-seeing trip, which had been postponed Saturday, on account of the rain, would be held that afternoon at 2 p. m., and that the delegates were to meet on Lakeside Avenue, in front of the City Hall.

Delegate Hochman: I have a correction to make. Resolutions 109 and 112, appear in the minutes as signed by the delegation, whereas they are signed by some delegates individually.

President Schlesinger: This will be corrected.

The Chairmen of the various committees announced the time and meeting place of their respective committees.

President Schlesinger urged the Committees to get to work immediately so that the work of the convention should be completed by the end of the week.

Delegate Brass: I move that we send a telegram of greeting to the Amalgamated Clothing Workers of America, now meeting in Chicago.

This motion was seconded and unanimously carried.

The following resolutions were introduced during the course of the session:

Resolution No. 125

Introduced by delegation of the Joint Board of Cloakmakers' Unions, New York.

WHEREAS, the modern methods of producing and distributing commodities have inseparably linked together the producers of all countries, and

WHEREAS, the capitalists and bankers of all lands are united in their efforts to reduce working standards all over the world, and the workers can resist the international aggressions of capital only by united struggle on international scale and by loyal support and co-operation between all wage-earners regardless of national boundaries, and

WHEREAS, the workers of all advanced countries recognizing this compelling situation, have established an organic bond of solidarity in an international federation of labor organizations, and

WHEREAS, the American Federation of Labor is the only great national body of workers without international affiliations, be it therefore

RESOLVED, that the International Ladies' Garment Workers' Union, in Biennial Convention assembled, declares that it considers the isolation of American organized labor as a backward and detrimental policy, and

THUSRENO, instructs its delegates to the coming annual Convention of the American Federation of Labor to introduce a resolution at such Convention for the immediate resumption of that body of its international affiliation.

Referred to Committee on Resolutions.

Resolution No. 126

Introduced by delegation, Local No. 81, Roy Glassman, C. Morris, Jack Tycher.

WHEREAS, the system under which the Cloak
Resolved, that the Sixteenth Biennial Convention shall hold May 1922, at Cleveland, Ohio, in order to better advantage for our workers, the many thousands of workers belonging to the Needle Trades in different parts of the United States, and in foreign lands, and that the incoming General Executive Board work out a uniform agreement for the entire trade, and be it further resolved, that this agreement be the basis for those cities that will hereafter negotiate with the manufacturers for new agreements.

Resolved, that the convention to negotiate with the other organizations within the Needle Trades for the calling of a Convention of all Unions of the Needle Trades, based on local representation, for the purpose of establishing one organization covering the whole of the Needle Industry, and that this committee in conjunction with the other organizations of the Needle industry or with any committees elected by them be empowered to set the date for such Convention, and be it further resolved, that a copy of this resolution be forwarded to the Executive Boards of all the organizations in the Needle Trades, and published in the Labor Press.

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RESOLVED, that the Convention instructs the incoming General Executive Board to immediately establish a permanent department, national in character, to conduct a steady and vigorous campaign to organize the non-organized workers engaged in the making of women's apparel of every description, such as Cloaks, Raincoats, Work Dresses, Corsets, Embroidery, White Goods, and be it further

RESOLVED, that in order to carry on this most vital of all activities—an activity upon which depends chiefl y the life of a labor organization more effectively than has hitherto, we propose the following method for the prosecution of this work: The field where women's apparel is being made, he apportioned into districts with district headquarters in every section. For instance: All organizing activities in Western and Middle Western States be under the direct supervision of an office to be established for the purpose in the city of Chicago. All organizing activities carried on in the Eastern States be supervised by an office established in the city of Los Angeles. All organizing in the Western States be supervised by a New York office; all New England organizing by managers by a Boston office, and so on, all along the line. Be it further

RESOLVED, that an organizer be placed in charge of each of the district offices, and that each managing organizer be empowered to engage a staff of assistants necessary to carry on effective activities in his district, and that the entire organizing department be under the direct supervision of the General President of the International, and be it further

RESOLVED, that in order to make it possible for our International to carry on the work of organizing without interruption, that this Convention empower the incoming General Executive Board to levy an assessment for the purpose of raising a fund of half a million dollars, upon each member of the International to help defray the expense that such organizing campaign entails, and be it finally

RESOLVED, that should the funds needed from the assessment prove insufficient for the prosecution of effective organizing work, the General Executive Board be empowered to again levy an assessment for as much as their best judgment dictates.

Referred to Committee on Organization.

Resolution No. 131

Introduced by delegations of the Joint Board of the Cloakmakers' Unions, New York.

Convinced that the re-admission of Soviet Russia to the family of nations will help to restore the disturbed industrial equilibrium of the world and to bring to the Russian people more normal economic and political conditions.

The International Ladies' Garment Workers' Union, in Bicentennial Convention assembled, urges the immediate reopening of diplomatic and trade relations with the government of Soviet Russia.

Referred to Committee on Resolutions.

Resolution No. 132

Introduced by Delegation of Local No. 35.

WHILEAS, the cloak industry consists of various trades, and

WHENAS, the scales of wages in these trades are not uniform, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union instructs the incoming General Executive Board immediately to work out a plan by which a uniform minimum scale for all members, men and women, working in the cloak industry may be inaugurated.

Referred to Committee on Resolutions.

Resolution No. 133

Introduced by Delegation of Local No. 35.

WHILEAS, our industry is seasonal to a marked degree, and its duration of employment depends upon conditions that cannot be predicted, and

WHILEAS, a system of modern machinery has been installed in our industry and methods of production have been devised by our employers causing the reduction of man-power and great unemployment among our members, even in the height of the season, be it, therefore

RESOLVED, that this Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to begin agitation for a forty (40) hour or five (5) day week in our industry.

Referred to Committee on Resolutions.

Resolution No. 134

Introduced by Delegation of Local No. 35.

WHILEAS, the General Executive Board has issued a temporary charter to the waist and dress industry of New York, known as Local 60, which was against the desires of the members of the Cloak, Skirt and Dress Pressers, Local No. 35, which is also a violation of our constitution, be it therefore

RESOLVED, that this Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union does not approve the action of the General Executive Board, and decides to revoke the charter granted Local No. 60; and order the members of that temporarily established local to be transferred to the Cloak, Skirt and Dress Pressers Local No. 35.

Referred to Committee on Adjustments.

Resolution No. 135

Introduced by Delegation of Local No. 35.

WHILEAS, in the course of the last few years, the manufacturers have united in an effort to bring back the workers to the old working conditions and deprive them of the gains which they have acquired through many years of struggle and sacrifice, and

WHILEAS, our International has until now courageously and fearlessly defended the gains of our members, resisting every attempt by the manufacturers to reduce working conditions, be it, therefore

RESOLVED, that the 16th Biennial Conven-
tion of the International Ladies' Garment Workers extend its united support to the action and policy which our general officers have pursued in the last few years, and be it further RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. now assembled instruct the General Officers to pursue the same policy in the future as heretofore.

Referred to Committee on Officers' Report.

Resolution No. 136

Introduced by Delegation of Local No. 35.

WHEREAS, the past two conventions of the International Ladies' Garment Workers' Union held in Boston and Chicago have gone on record with resolutions to the effect that the International Ladies' Garment Workers' Union build its own Sanatorium for the sick members, men and women engaged in our Industry, and

WHEREAS, due to various reasons and conditions it has been found impossible for the International to yet to carry that decision into effect, and

WHEREAS, a number of locals in New York and that such an Institution is an absolute necessity for their members, be it therefore,

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union give up the building of the Sanatorium and give the locals the right and power to build such a Sanatorium for their members.

Referred to Committee on Benefits, Sanatorium and European Relief.

Resolution No. 137

Introduced by Delegation of Locals Nos. 22 and 25.

WHEREAS, the structure of our present form of organization is such that it centralizes the entire control of the organization in the hands of a few, thereby bringing about a state of affairs in which the majority of the membership is uninformed and indifferent to union matters and does not participate in the shaping of the policies, tactics and activities of our unions, and

WHEREAS, such conditions delay and obstruct the growth and progress of our organization, and

WHEREAS, our unions are still based on narrow craft divisions which give rise to petty craft interests, narrow selfishness, misunderstanding, much unnecessary friction and is detrimental to the unity and solidarity of the workers which is so essential to defend the interests of the workers against the employers, and

WHEREAS, in 1920 in the Waist and Dress Industry of Local 25, in the City of New York, there developed the Shop Delegate Movement which aimed to bring the shops of those industries into closer contact with one another, which aimed to create a large, central, active responsible body of union members to carry on the necessary work of the union, and

WHEREAS, this movement awakened so keen an interest in the union among a great number of our members that they usually indifferent, and stimulated thought on shop, trade and industrial problems that it eventually came to a stage when the membership decided and installed the Shop Delegate System; ever six hundred delegates meeting regularly every two weeks to deliberate on union affairs, and

WHEREAS, the General Executive Board declared this body illegal and when the Shop Delegate’s body recommended and the membership approved of giving such body executive power, the General Executive Board put an end to its existence, and

WHEREAS, we believe that the Shop Delegate system of organization, be the very nature of its structure, will call into the field of union activity many more members than are now active and will develop in our workers the knowledge and ability requisite for the management and strengthening of our organization and will train and prepare the rank and file for the eventual control of industry which is the ultimate aim of the working class; be it therefore,

RESOLVED, that this Sixteenth Biennial Convention of the I. L. G. W. U. goes on record as legalizing the Shop Delegate system of organization, that is that our constitution be so amended as to permit any Joint Board or local union not affiliated with a Joint Board to, if it so desires to decide by a majority vote to reorganize itself on the basis of the Shop Delegate system.

Referred to Committee on Resolutions.

Resolution No. 138

Introduced by Delegations of Locals 5, 6, 10, 14, 18, 20, 22, 25, 26, 29, 37, 54, 59, 69, 69, 89, 100, 104 (28 signatures).

WHEREAS, our I. L. G. W. U. has a brilliant past behind it and a more brilliant future before it, and whereas there is no doubt that the study of its past struggles, trials and tribulations of joys and sorrows of its defeats and its victories will inspire our members with greater loyalty and devotion to the organization and

WHEREAS, if we had our history written for use in our classes, from it our members would learn how through the devotion, loyalty and endless efforts of many of their fellow workers they are in a position today to enjoy some of the beauties and comforts of life. They will learn how unity and solidarity helped their fellow workers to achieve all these. Be it

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. instruct the incoming G. E. B. to make arrangements, if possible, that a history of the I. L. G. W. U. be written by competent persons.

Referred to Committee on Resolutions.

Resolution No. 139

Introduced by Delegations from Locals 5, 6, 10, 14, 18, 20, 22, 25, 26, 29, 37, 54, 59, 60, 66, 89, 100, 104 (33 signatures).

WHEREAS, the labor movement if it is to grow in strength and influence must realize the great importance of accumulating knowledge and develop an intelligent leadership and

WHEREAS, the leadership must come from their own ranks and that the most competent leadership cannot be successful without an intelligent rank and file, therefore be It

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. instruct our delegates to the A. F. of L. Convention to urge upon that body
the necessity of carrying on an Education Campaign among the trade unions for the need of labor education and urge upon them to organize labor colleges under trade union auspices.

Referred to Committee on Education.

Resolution No. 140

Introduced by Delegates from Locals Nos. 1, 26, 29, 14, 50, 62, 9, Toronto Joint Board, Montreal Joint Board (19 signatories).

WHEREAS, it is becoming evident that organized labor is destined to play an increasingly important part in social and economic development of this country, and

WHEREAS, the actual constructive work will be performed by those in the labor movement who know and understand, and

WHEREAS, the Educational Department of the I. L. G. W. U. is giving its members a body of information, and incontrovertible facts which they can utilize in their economic and political activities on behalf of the working class, and

WHEREAS, the plan of our Educational Department gained the approval and confidence of all who attend our classes no matter what their particular personal, economic or political beliefs are, they receive our instruction with the knowledge that they are being facts as they are.

RESOLVED, that the 16th Convention of the I. L. G. W. U., assembled in the City of Cleveland, whole heartedly approve the efforts to give thru our Educational Department the knowledge and vision which will enable them to serve their fellow workers efficiently, and since this can be accomplished best by further development of labor education, activities of all kinds—lectures, forums, classes, social and recreational activities, be it further

RESOLVED that the Convention decide to increase their appropriation for the educational activities for the next two years to meet the growing need.

Referred to Committee on Education.

Resolution No. 141

Introduced by delegations of Locals Nos. 1, 22, 25.

WHEREAS, there are a hundred and thirty-five political prisoners suffering in the prisons of the United States, workers, who unrestrainedly sacrificed their lives to better the conditions of the masses, men who are today going through horrible tortures, many of them doomed to long terms of imprisonment and some even sentenced for a life-time, and

WHEREAS, many of them are foreign-born and have no relatives or personal friends in this country to assist them in any way, and

WHEREAS, the little comfort or privileges the stringent prison laws permit must be paid for in money, and

WHEREAS, the Political Prisoners' Defense and Relief Committee provides this money and is also working for new trials for all of them regardless of their creed or the difference in their political beliefs, since they are all class-conscious, daring leaders of the working class, be it therefore

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. goes on record endorsing this organization and renders it financial help.

Referred to Committee on Resolutions.

Resolution No. 142

Introduced by delegation from Local No. 1.

Article, Section 5, Page 45, add "A local union, joint board or district council shall also have the right to adopt the recall as a by-law in their constitution."

Referred to Committee on Law.

Resolution No. 143

Introduced by delegation from Local No. 1.

Article 6, Section 2, Page 25, shall read: Only one local union of the same branch of same trade shall exist in one city or locality. Wherever more than one local union is in existence, the General Executive Board shall be instructed to amalgamate same into one local union.

Referred to Committee on Law.

Resolution No. 144

Introduced by delegation from Local No. 1.

WHEREAS, an officer who serves too long a term becomes estranged to the views and psychology of the workers in the shops, and

WHEREAS, it has been demonstrated that wherever officers have been serving for a number of years it has been an obstacle to bring in new men with new ideas into the union, be it therefore

RESOLVED, that each local union, joint board, or district council shall have the right and privilege to adopt a by-law to its constitution to limit the time that one may hold office consecutively.

Referred to Committee on Law.

Resolution No. 145

Introduced by Fannia M. Cohn and delegation of Local No. 115.

WHEREAS the International Ladies' Garment Workers' Union has conducted an organization campaign among the Waist, Dress and White Goods Workers' Union in Newark, N. J., for more than one year and

WHEREAS, this campaign has not been successful for various reasons over which the union had no control and mainly on account of the great depression in the country which was a hindrance in organisation work, and

WHEREAS, a union in the waist, dress and white goods industry in Newark is a necessity for the 8,000 workers employed, because of the miserable inhuman conditions they are working under and also because they are undermining the conditions of other cities, be it therefore

RESOLVED, that the 16th Convention of the International Ladies' Garment Workers' Union,
Organization campaign in Newark as soon as they find the time and conditions favorable for such a campaign.

Referred to Committee on Organization.

Resolution No. 146

Introduced by delegation of Local No. 1.

WHEREAS, Brother S. Sheley has been unseated as delegate to this convention on charges brought against him to the Credentia Committee of the Sixteenth Biennial Convention of the I. L. G. W. U., and

WHEREAS, some of the witnesses appearing against him, if the charges are correct, are as guilty as Brother Sheley himself, and

WHEREAS, Brother Sheley still contends that he is guilless of the main charge as presented to the Credentia Committee, and

WHEREAS, there are a large number of delegate who are not yet convinced and certain of his guilt, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to make a thorough investigation in this case as to the guilt or innocence of Brothers Sheley and the witnesses involved in this matter.

Referred to Committee on Resolutions.

Resolution No. 147

Introduced by delegations of Locals Nos. 1, 22 and 25.

WHEREAS, the Ferrer Modern School in Stelton, N. J., has, after ten years of experiment and experience demonstrated that libertarian method as applied to education of children are far superior to authoritarian methods, and

WHEREAS, libertarian education tends not only to promote the happiness of the children in question but is invaluable in paving the way to a society of free men and women, and

WHEREAS, a school which has grown in ten years from its original one pupil to one hundred and one, is operated and controlled by workers for the children of workers.

BE IT FURTHER RESOLVED, that this Sixteenth Convention of the I. L. G. W. U. extends its congratulation and commendation for the work that it is accomplishing and that it appropriate an annual sum of Five Hundred Dollars ($500) in support of this school and be it further

RESOLVED, that the General Executive Board stand instructed to appoint one of its members to act on the Board of Management of the Ferrer Modern School to advise and co-operate in its undertaking.

Referred to Committee on Resolutions.

Resolution No. 148

Introduced by delegation of Local No. 81, C. Morris, Ray Glassman, Jack Tyler and I. Davidson (Local 104).

WHEREAS, the employers throughout the nation have unitarily united being bound together by a solidarity of interest and organization which leaves no room for divided action or demotion and moreover are supported by the Government Courts and Press in any Unsmashing undertaking they engage in, and

WHEREAS, the I. L. G. W. U. through the action of its previous conventions and policies adopted always agitated as a solution to combat organized capital the closer affiliation of all industries and

WHEREAS, the C. F. L. at its regular meeting March 29, 1922, adopted the following resolution: "Resolved. That we the C. F. L. in regular meeting call upon the A. F. of L. to take the necessary action toward bringing about the required solidarity within the ranks of organized labor, and that as a first step in this direction the various International Unions he called into conference for the purpose of arranging to amalgamate all unions in their respective industries into single organizations, each of which shall cover an industry," which undoubtedly is to be gathered by our International as well as by any other progressive union, be it therefore

RESOLVED, that the 10th Convention of the I. L. G. W. U., held in May, 1922, pledges its co-operation and hereby instructs delegates to the A. F. of L. Convention to bring in a resolution requesting the A. F. of L. to immediately call a conference of all Internationals to carry through the plan recommended by the C. F. of L. and be it further

RESOLVED, that a copy of this Resolution is sent to the C. F. of L. as an expression of approval of their resolution herewith quoted, and that we herewith pledge our full support and co-operation to promote the idea agitated in said resolution.

Referred to Committee on Resolutions.

Resolution No. 149

Introduced by Boston delegations of Locals Nos. 7, 12, 24, 49, 56, 73 and 75.

WHEREAS, there is an ex-Patient's Tuberculosis Home in the City of Denver, Colorado, an institution that gives sanatorium care for an unlimited time, and

WHEREAS, such a home is urgently needed for all those unfortunate in the sanatorium, and

WHEREAS, to have such a home require funds, be it therefore

RESOLVED, that this Sixteenth Convention of the I. L. G. W. U. makes a resolution of a fixed sum for the upkeep of such a home.

Referred to Committee on Resolutions.

Resolution No. 150

Introduced by H. Greenberg, member of Local No. 23.

Article 8, Section 11, Par 37, shall be amended as follows:

*Any member desiring to leave the United States, or to leave the ladies' garment industry, shall be permitted to withdraw from membership by paying up his dues, assessments, fines and other charges to the date of his withdrawal, and surrender up his membership book or card, after having given due written notice of his withdrawal to his local union.

* "A member leaving the trade, or going into business in the same trade, the ladies' garment industry, must withdraw from his local union within ten days. In the event of his failure to
in his local union. Should he, furthermore, fail to notify his local union in writing, and it be afterwards found out that he has been in business while he was away from the union, he shall, upon his return, be suspended.

Referred to Committee on Law.

Resolution No. 151

Introduced by delegation of Local No. 17.

WHEREAS, the ladies' garment industry is a seasonal industry, and

WHEREAS, due to the fact the ladies' garment industry is constantly being over-extended and over-manned, thereby causing a great deal of unemployment, which, according to statistics, is twenty (20) weeks in each year, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union, assembled in the City of Cleveland, May 1, 1922, go on record as favoring the establishment of guaranteed time of employment in all industries, as a method of increasing the working time and energy to the solution of these difficult problems in the ladies' garment industry.

Referred to Committee on Organization.

Resolution No. 153

Introduced by delegation of Local No. 17.

WHEREAS, the activities of the International Ladies' Garment Workers' Union have been extended lately to the various parts of the country, and

WHEREAS, the problems confronting the International Ladies' Garment Workers' Union in the next few years are of a very serious nature, and it will require the attention and consideration of everyone with ability to give all his time and energy to the solution of these difficult problems in the ladies' garment industry, be it therefore

RESOLVED, that the General Executive Board be increased in number from thirteen to fifteen; and that the clause in the constitution, which provides that "the General Executive Board shall consist of thirteen members, seven of whom shall be representatives from the city of New York, and six representatives from other parts of the country," be amended to read: "The General Executive Board shall consist of fifteen members, eight of whom shall be representatives from the city of New York, and seven representatives from the various other parts of the country."

Referred to Committee on Resolutions.

Resolution No. 154


WHEREAS, the labor movement of the entire world has grown emphatically on the side of complete amnesty for all political prisoners in every country because without the absolute freedom of conscience and of expression progress is impossible, and

WHEREAS, there still are many political prisoners in Russia, while sections of the labor and Socialist movement are being suppressed, their leaders jailed and their members terrorized, their press suppressed and their activities outlawed, long after the menace of outside attack has ceased and at a time when the whole-hearted support of the entire labor movement in Russia and outside are vital for the success of the Russian revolution, a situation that makes it difficult for the Socialist and labor movement in every country to work for the amnesty of their own political leaders and for recognition for Russia, therefore be it

RESOLVED, by the International Ladies' Garment Workers' Union, in Convention assembled, in the name of its long devotion to the cause of the Russian Revolution, in the name of its thousands of members who have come from the Russian revolutionary movement, in the name of the hope and inspiration that we have felt in the achievements of the Revolution, that we call upon the Russian Soviet government immediately to restore the freedom of the press and of association, to liberate all men and women held solely for their opinions and for political activities, and to grant a fair and an open trial to those political prisoners now held for trial in Moscow.

Referred to Committee on Resolutions.

Resolution No. 155

Introduced by delegation of the Cleveland locals.

WHEREAS, there are thousands and thousands of workers working on women's garments in the State of Ohio in small as well as in bigger industrial cities who are not organized, and

WHEREAS, the standard of wages paid to the workers in those cities is at such a low level that it becomes a menace to the standards the workers in the organized cities have succeeded in establishing for themselves after years of struggles and sacrifices, and

WHEREAS, the employers are making good use of the competition, which at present exists between the communities where the workers are not organized and the cities where they are, to break down the organizations and conditions of the workers in those cities, be it therefore

RESOLVED, that the Sixteenth Convention of...
the International Ladies' Garment Workers' Union inaugurates an organization campaign throughout the State of Ohio and that the General Executive Board be instructed to support and finance that campaign to the utmost of its ability, be it further

RESOLVED, that in order to carry out successfully the organization campaign in the City of Cleveland and the State of Ohio, that a branch office of the International Ladies' Garment Workers' Union be organized with headquarters in the City of Cleveland.

Referred to Committee on Organization.

Resolution No. 156.

Introduced by delegation of Local No. 43.

Article 2, Section 3, Page 7 (first line), to be amended:

Local unions with a membership of not more than two hundred (200) shall be entitled to one (1) delegate. Local unions with a membership of more than two hundred (200), but not more than five hundred (500), shall be entitled to two (2) delegates. Local unions with a membership of more than five hundred (500) and not more than seven hundred and fifty (750) shall be entitled to three (3) delegates. Local unions with a membership of more than seven hundred and fifty (750) and not more than one thousand (1000) shall be entitled to four (4) delegates.

Referred to Committee on Law.

Resolution No. 157

Introduced by delegations of Locals 2, 5, 7, 15, 26, 37, 63 and 94.

WHEREAS, the activities of the General Executive Board of the International Ladies' Garment Workers' Union, requires a larger number of General Executive Board members to participate and supervise increased activities, be it therefore

RESOLVED, that Article 3, Section 1 of the Constitution be amended: "The General Officers of the International Ladies' Garment Workers' Union to consist of the President, General Secretary and Vice Presidents, eight of whom should be elected from the City of New York."

Referred to Committee on Resolutions.

Resolution No. 158

Introduced by delegation of the Cleveland locals.

WHEREAS, the Cleveland Socialist Labor Lyceum is serving as a home for the Cleveland labor movement as a whole, and

WHEREAS, there is a necessity to build a larger lyceum for the purpose of concentrating all the activities of the Cleveland labor movement, be it therefore

RESOLVED, that this Convention, which is held in Cleveland, donate a sum to the fund of paying off the mortgage on the Labor Lyceum and thereby help to build a larger building which is necessary for the needs of the Cleveland labor movement.

Referred to Committee on Resolutions.

Resolution No. 159

Introduced by delegations from Local 36 and Local No. 18.

WHEREAS, the Soviet Government of Russia has confined in its prisons or military concentration camps a large number of political prisoners, most of whom have been kept there for several years without even a trial, and

WHEREAS, the largest number of them are Socialists of various factions who spent years in prison and in Siberia for participating in the revolutionary movement against the Czardist regime, and

WHEREAS, their imprisonment is due to the sole fact that they have or are disagreeing with the policies of the Soviet Government or are in opposition to the governing Communist Party in Russia, be it therefore

RESOLVED, that the 10th Convention of the International Ladies Garment Workers' Union, in Convention assembled urges and makes demands upon the Soviet Government for the immediate release of all political prisoners in Russia, be it therefore

RESOLVED, that the 10th Convention of the International Ladies Garment Workers' Union, in Convention assembled urges and makes demands upon the Soviet Government for the immediate release of all political prisoners in Russia, be it therefore

RESOLVED, that this Convention, which is held in Cleveland, donate a sum to the fund of paying off the mortgage on the Labor Lyceum and thereby help to build a larger building which is necessary for the needs of the Cleveland labor movement.

Referred to Committee on Resolutions.

Resolution No. 160

Introduced by delegations of Locals 26, 27, 29, 37, 42 and M. Perlstein, delegate of the Cleveland Joint Board.

WHEREAS, the hardships which unemployment inflicts upon the workers in our industry, is much more serious than the hardships inflicted on the workers in other industries in this country, and

WHEREAS, the hardships of unemployment are affecting the people employed in the Ladies' Garment Industry not only during periods of industrial depression, but also when business activities are normal, and

WHEREAS, there is no reason why an industry which pays a permanent tax to the insurance companies in order to indemnify the employer in case of an emergency period, should not likewise have a permanent fund for the indemnification of its workers for lack of work, and

WHEREAS, not only the workers, but progressive people in general, have begun to realize that the welfare of the human factor in industry is entitled to, at least, as much consideration as the property of the employer, and

WHEREAS, unemployment is beyond the control of the workers and is largely due to defects in the management and control of industry, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union adopt the principle that the time has come for the industry to yield to the workers in return for the human energy which they invest in the industry, not only a minimum weekly wage, but also a fair yearly compensation, and be it further

RESOLVED, that the incoming General Executive Board be instructed to begin negotiations with the employers throughout the country for the recognition and adoption of this minimum yearly budget wage, and be it further

RESOLVED, that this minimum yearly income be guaranteed to the workers through a properly organized insurance plan, based on the fund to which the employers contribute a certain sum weekly to insure the worker the guaranteed income.

Referred to Committee on Resolutions.
Resolution No. 161

Introduced by delegations of the Cleveland and Toledo locals.

WHEREAS, after a struggle of many months, the workers of The Cohn Friedlander & Martin Co., Alexander Black Co., and Condy Clark Co., in the City of Toledo, were compelled to return to work under the inhuman and impossible conditions established by the employers, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies’ Garment Workers’ Union instructs the incoming General Executive Board to immediately proceed with the preparations for the establishment of humane conditions of labor in the garment industry in the City of Toledo, be it further

RESOLVED, that the incoming General Executive Board be instructed to immediately begin negotiations with the employers in that city and if no successful understanding can be reached, a general strike be ordered.

Referred to Committee on Resolutions.

Resolution No. 162

Introduced by delegation of the Cleveland locals.

WHEREAS, the Joint Board of the Ladies’ Garment Workers Union of Cleveland is involved in a bitter struggle against the Landesman-Hirscheimer Co., Moshouz Bros., and Bloomfield Co., for the last 17 weeks fighting against the introduction of the arbitrary and inhuman individual agreements introduced by these firms, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies’ Garment Workers Union instructs the incoming General Executive Board to support the local unions of Cleveland morally and financially to carry on their strikes to a successful termination.

Referred to Committee on Resolutions.

Resolution No. 163

Introduced by delegation of the Cleveland locals.

WHEREAS, there are still thousands and thousands of unorganized workers in the different branches of the ladies’ garment industry of Cleveland, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies’ Garment Workers Union instruct the incoming General Executive Board to begin an active campaign to have these workers organized and union conditions established.

Referred to Committee on Organization.

Resolution No. 164

Introduced by J. Hochman, delegate of Local No. 22.

WHEREAS, our public school system is destructive of both liberty and social solidarity, and in a large measure responsible for the “capitalist” psychology of a large portion of the working class of today, and is thereby destructive of the spirit of class-consciousness, no essential to the achievement of success for the aims and purposes for which our movement exists, and

WHEREAS, our International has been the first labor organization in this country to recognize the need of education as a part of the activities of our movement, be it therefore

RESOLVED, that this Sixteenth Convention of the I. L. G. W. U. goes on record as being in sympathy with the movement for libertarian schools for the children of the workers and instructs its Educational Committee to make a thorough study of the subject with a view to working out ways and plans of establishing such schools for the children of members of our International, and be it further

RESOLVED, that the General Executive Board be empowered to execute such plans.

Referred to Committee on Education.

Resolution No. 167

Introduced by Louis Langer and Joseph Breslaw.

Article 2. Section 6, amend to read as follows:

“Delegates shall present to the Credential Committee of the Convention their credentials signed by the Chairman and Secretary of the local union under the seal of the local union, and also of all dues and assessments. The Credential Committee shall report its findings to the Convention, and the Convention shall have the supreme power to pass upon the qualifications and eligibility of delegates and their right to a seat in the Convention. The Secretary of each local union shall mail to the G. S. T. at least sixty days prior to the holding of the Convention, a full list of the candidates with a statement of the number of votes cast for each of them respectively.”

Referred to Committee on Law.

Resolution No. 168

Introduced by Louis Langer and Joseph Breslaw.

Article IV, add new section to be known as Section 2a, and to read as follows:

“The G. E. B. shall be authorized to enter into relations, by way of affiliation or other form of co-operation with other labor organizations in the needle industry operating in this country as organized on International scale, and to appoint delegates or other representatives to represent the I. L. G. W. U. at conventions, conferences or other delegated bodies of such organizations.”

Referred to Committee on Law.

Resolution No. 169

Introduced by Louis Langer and Joseph Breslaw.

Article IX, Section 2, shall be amended as follows:

“Charges made by a member of one local union against a member of another local union, or charges made by a member of one local union against another local union; or by a local union against a member of another local union, shall
be tried by the Grievance Committee of his local or the Grievance Committee of the Joint Board.”

Referred to Committee on Law.

**Resolution No. 170**

Introduced by Louis Langer and Joseph Breslaw.

Article 11, Section 4, amend to read as follows:

“Sixty (60) days before the holding of the Convention, the G. S. T. shall notify each local union entitled to representation to elect its delegates to the Convention. The local union, immediately upon the receipt of this notice, shall call a special meeting for the purpose of electing its delegates to the Convention. The election of delegates shall be by ballot, and the number of candidates to be voted for shall be at least double the number of delegates to be elected. The persons receiving the highest number of votes shall be declared elected. In case of the death, resignation, disability or other disqualification of a delegate, or upon his failure to serve, the candidate who has received the highest number of votes from among those who have failed of election shall succeed to the vacancy and shall become the delegate, with all the rights and privileges thereof. In case a delegate is not seated at the Convention, the G. S. T. shall immediately notify the secretary of the local union represented by such delegate of the action taken.”

Referred to Committee on Law.

**Resolution No. 171**

Introduced by Louis Langer and Joseph Breslaw.

Article VI, Section 7, amend to read:

“Any member of the I. L. G. W. U. who quits work at the trade and engages in business on his own account or becomes a member, or partner in a co-operative shop, or who accepts a position which involves the right to hire and discharge workers, or engages in an occupation which involves business dealings with a manufacturer in the women's wear industry, such as salesman, shall thereby be deemed to have withdrawn from membership of the I. L. G. W. U., and all his rights and privileges in the organization shall automatically cease. If such member shall thereafter give up business and rejoin the I. L. G. W. U., he shall be ineligible for any office within the I. L. G. W. U. for a period of five (5) years. Such a member upon rejoining the I. L. G. W. U. shall be considered and treated as a new member. Employment in any organization or enterprise connected with the labor movement shall not be considered as business within the meaning of this provision.”

Referred to Committee on Law.

**Resolution No. 172**

Introduced by Louis Langer and Joseph Breslaw.

Article VI, Section 8, amend to read as follows:

“Each L. U. shall promptly pay its per capita tax and assessment upon demand. Any L. U. which shall be in arrears in the payment of its per capita tax or assessments for ninety (90) days, or longer, and shall fail to pay the same within thirty (30) days after demand by the G. S. T. shall stand suspended from all rights and privileges in the I. L. G. W. U.

The General Executive Board may select, however, to charge an increased per capita to such local unions which are in arrears and retain them in good standing while they pay off such assessments on the basis provided by the General Executive Board.”

Referred to Committee on Law.

**Resolution No. 173**

Introduced by Louis Langer and Joseph Breslaw.

Article VIII, Section 19, add:

“The requirement of the consent of the General Executive Board for re-initiating a member or members shall only be necessary in such cases where the General Executive Board has either recommended or ordered the expulsion of said member or members.”

Referred to Committee on Law.

**Resolution No. 177**

Introduced by Louis Langer and Joseph Breslaw.

Article VI, Section 6, add at the end of the Section:

“No L. U., or any official or committee of such L. U., shall in his or its official capacity discriminate in favor of one candidate or set of candidates as against the other, or advocate the election or the defeat of any candidate or candidates by means of circulars, advertisements, or other publications purporting to emanate from such official or committee in an official capacity. On the day of election, no electioneering shall be allowed within one hundred feet from the polling places.”

Referred to Committee on Law.

**Resolution No. 179**

Introduced by Louis Langer and Joseph Breslaw.

Article VI, Section 9, amend to read as follows:

“Each L. U. shall promptly pay its per capita tax and assessment upon demand. Any L. U. which shall be in arrears in the payment of its per capita tax or assessments for ninety (90) days, or longer, and shall fail to pay the same within thirty (30) days after demand by the G. S. T. shall stand suspended from all rights and privileges in the I. L. G. W. U.”

Referred to Committee on Law.

**Resolution No. 180**

Introduced by Louis Langer and Joseph Breslaw.

Article VI, Section 10, add at the end of the section:

“All funds of the L. U., except a reasonable
amount required for current cash transactions, shall be deposited in reliable banks in the name and to the credit of the L. U."

Referred to Committee on Law.

Resolution No. 181

Introduced by Louis Langer and Joseph Breslaw.

Article VII, Section 5, add at the end of the section:

"The J. B. shall have such other powers as are conferred upon it by the provisions of this constitution."

Referred to Committee on Law.

Resolution No. 182

Introduced by Louis Langer and Joseph Breslaw.

Article VII, add a new section to be known as Section 13, and to read as follows:

"The J. B. or D. C. shall have the right to pass upon the qualifications of their own members and to discipline their members for misconduct by fine, suspension or expulsion from the body. If the J. B. or D. C. find a member guilty of misconduct against the body, it shall have the right to declare such member ineligible to hold any office in any L. U. for a specified period of time."

Referred to Committee on Law.

Resolution No. 183

Introduced by Louis Langer and Joseph Breslaw.

Article VII, Section 7, amend to read as follows:

"The J. B. shall elect a Joint Grievance Committee and a Joint Appeal Committee. The Joint Grievance Committee shall have jurisdiction over appeals on charges provided for by Article IX, Section 2. The Joint Appeal Committee shall receive and pass upon appeals from the decisions of the Joint Grievance Committee and of the Local Grievance Committee. The decisions of the Joint Appeal Committee shall be subject to further appeals to the G. E. B."

Referred to Committee on Law.

Resolution No. 184

Introduced by Louis Langer and Joseph Breslaw.

Article IX, add a new section to be known as Section 15 a, and to read:

"The appeals herein provided shall be limited to the accused party. If the accused is exonerated or acquitted by the Trial Board or by any appellate tribunal, the accuser shall have no right to appeal from such decision of exoneration or acquittal."

Referred to Committee on Law.

Resolution No. 185

Introduced by Louis Langer and Joseph Breslaw.

Article IX, Section 2, amend to read as follows:

"All charges made by a member of one L. U. against another member of the same L. U. or charges made by a member against a L. U. or by a L. U. against a member, and all charges involving violations of working rules established by the J. B. through agreement with employers or otherwise, shall be heard in the first instance by the Joint Board Grievance Committee. Charges preferred by a member of a L. U. against another member of the same L. U. not involving a violation of working conditions, shall be tried before the Local Grievance Committee.

Joint Board Grievance Committee and L. U. grievance committees shall, however, have the right to try members of a L. U. in another city or locality who are working in shops under their control. Charges must be submitted in writing to the Secretary of the J. B. or the L. U. as the case may be. The Secretary shall refer such charges to the respective Grievance Committee and shall notify the accused of such charges, and of the time and place of the hearing upon the same, which shall be held not later than one month after the receipt of such charges."

Referred to Committee on Law.

Resolution No. 186

Introduced by I. Feinberg, Joseph Slutzky (35), Joseph Stankewitch (17).

Article VIII, Section 10, amend by adding:

"A member of the I. L. G. W. U. expelled from membership as herein provided shall not be admitted to membership by any L. U. without the consent of the G. E. B."

Referred to Committee on Law.

Resolution No. 187

Introduced by Salvatore Ninfo, Local No. 48.

Any member expelled from the union for slandering its officers or for spreading false accusations against the International and its officers can only be readmitted upon an application made directly to the General Executive Board and upon receiving its sanction.

Referred to Committee on Law.

Resolution No. 188

Introduced by Salvatore Ninfo, Local No. 48.

Election of officers (pulpit) and of Executive Board. Financial Secretary, Recording Secretary and Treasurer, shall take place in one day and at the same time. Locals of one joint board shall have their elections for officers on one day and at the same time.

Referred to Committee on Law.
Resolution No. 189

Introduced by Salvatore Ninfo, Local No. 48.

The General Executive Board shall have the right to try any member for violating the rules of his local union. The decision of such Trial Committee shall be final, and no appeal may be taken to the General Executive Board from the decision of such Trial Committee. Any appeal may be taken to the General Executive Board from the decision of such Trial Committee in the same manner as an appeal from a decision of the J. B. or D. C.

Referred to Committee on Law.

Resolution No. 190

Introduced by Salvatore Ninfo, Local No. 48.

Any member who is found guilty of having associated with the International Ladies’ Garment Workers’ Union and whose name is on the list of the International Ladies’ Garment Workers’ Union shall be expelled from the local union.

Referred to Committee on Law.

Resolution No. 191

Introduced by Salvatore Ninfo, Local No. 48.

The General Executive Board shall have the right to try any member who is found guilty of associating with the International Ladies’ Garment Workers’ Union and whose name is on the list of the International Ladies’ Garment Workers’ Union. The decision of such Trial Committee shall be final, and no appeal may be taken to the General Executive Board from the decision of such Trial Committee.

Referred to Committee on Law.

Resolution No. 192

Introduced by Salvatore Ninfo, Local No. 48.

Any member who is found guilty of associating with the International Ladies’ Garment Workers’ Union and whose name is on the list of the International Ladies’ Garment Workers’ Union shall be expelled from the local union.

Referred to Committee on Law.

Resolution No. 193

Introduced by Salvatore Ninfo, Local No. 48.

Any local union which permits dues owed to it by a member to be paid by the International for such member shall be expelled from the International for such member.

Referred to Committee on Law.

Resolution No. 194

Introduced by Salvatore Ninfo, Local No. 48.

Any member who deliberately disturbs a member or shop chairman meeting or spreads circulaires of a vile and scandalous nature shall be considered as acting in violation of the principles of our International and the General Executive Board shall have the right to try such member even though his local union did not find it necessary to try such member.

Referred to Committee on Law.

Resolution No. 195

Introduced by delegation of Local No. 48.

Article IX, Section 30, (New Section).

The General Executive Board shall have the right to try any member for violating the rules of his local union. The decision of such Trial Committee shall be final, and no appeal may be taken to the General Executive Board from the decision of such Trial Committee.

Referred to Committee on Law.

Resolution No. 196

Introduced by delegation of Local No. 48.

Section 12, Article 8, Page 35, shall be known as Section 33, and the rest of the articles be raised by one number. The following is the article to be inserted:

"Any member who is found guilty of associating with the International Ladies’ Garment Workers’ Union and whose name is on the list of the International Ladies’ Garment Workers’ Union shall be expelled from the local union. The decision of such Trial Committee shall be final, and no appeal may be taken to the General Executive Board from the decision of such Trial Committee. Any appeal may be taken to the General Executive Board from the decision of such Trial Committee in the same manner as an appeal from a decision of the J. B. or D. C.

Referred to Committee on Law.

Resolution No. 197

Introduced by delegation of Local No. 48.

Section 11, Article 6, Page 13, second line to be changed and the following be inserted:

"The trial shall be conducted by the General Executive Board on the facts and evidence upon which the complaint is based. The decision of such Trial Committee shall be final, and no appeal may be taken to the General Executive Board from the decision of such Trial Committee. Any appeal may be taken to the General Executive Board from the decision of such Trial Committee in the same manner as an appeal from a decision of the J. B. or D. C.

Referred to Committee on Law.

Resolution No. 198

Introduced by delegation of Local No. 48.

Page 9, on the 14th line, (strike out paragraph and insert):

"At the same meeting a like number of alternates shall also be elected in the same manner as the regular delegates.

Referred to Committee on Law.

Resolution No. 199

Introduced by delegation of Local No. 48.

Article 2, Section 7. (Page 32).

The President, First Vice-President and General Secretary-Treasurer if not regularly elected as delegates to the Convention, by any of the local unions by virtue of their office shall be ex-officio delegates of the Convention and the travelling and other expenses of such delegates shall be paid out of the general fund of the International Ladies’ Garment Workers’ Union.

Referred to Committee on Law.

Delegate Berlin of Local No. 10 called the attention of the Convention to the fact that his name appears wrongly among the introducers of Resolution No. 9.

Delegate Wander: I move that we adjourn until tomorrow, 9:30 a.m. in order that committees should have an opportunity to meet.

This motion was seconded and unanimously carried.

Whereupon at 10:00 a.m. the session adjourned to reconvene Tuesday, May 9, 1922, at 9:30 a.m.

Eighth Day—Tuesday Morning Session

May 9, 1922—9:00 a.m.

President Schlesinger opened the eleventh session at 9:30 a.m.

Resolution No. 200

Introduced by delegation of Local No. 48 and Local No. 88, L. Magnavita (133), B. Cinclari (134), M. Magnavita (113), A. La Guardia (127) and A. Lero (26).

WHEREAS, the Italian Hospital of New York has rendered beneficial service to hundreds of unfortunate workers, and

WHEREAS, it is very essential that the working people and their organizations provide for the maintenance of the institutions beneficial to the working people themselves, be it therefore

RESOLVED, that this Convention decide to donate $200.00 to the Italian Hospital of New York in order to contribute somehow in the continuation of the humanitarian service rendered by the Italian Hospital to the helpless workers.

Referred to Committee on Resolutions.

Resolution No. 201

Introduced by delegations of Locals No. 48 and No. 89, and L. Magnavita (113), B. Cinclari (134), M. Magnavita (113), A. La Guardia (127) and A. Lero (26).

WHEREAS, the "Unimartaria" of Milan, Italy, is an institution favorable to the working class, and

WHEREAS, it devotes its activities especially in the benefit of the immigrants, providing them with moral and material help, and

WHEREAS, the "Unimartaria" has proven to be of great enlightenment and co-operation in solving many labor problems in Italy and elsewhere, be it therefore

RESOLVED, that this Convention endorses the work done by the "Unimartaria" and asks every Italian organization in America to assist the "Unimartaria" in their work.

Referred to Committee on Organization.

Resolution No. 202

Introduced by J. Lanch, delegate of Local No. 52.

WHEREAS, the Jewish Consumptive Relief Association is an organization devoting its energies and funds to the aid and relief of the sufferers of the tuberculosis patients that they can care for.

WHEREAS, the said Association is maintaining a sanatorium which receives for treatment pulmonary tuberculosis, and

WHEREAS, the Association needs of treatment and care given to the patients in that sanatorium, in that it is a Sanatorium for all first-class institutions, and its principles are likewise upon a brotherhood and charity, and

WHEREAS, working men and women of the needle industries are by far the largest number of patients in that sanatorium, be it further

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U., in Cleveland, Ohio, assembled, endorses the work of this Association and appeals to all labor organizations to support it in its efforts to help the unfortunate victims of consumption who must go to Southern California for aid, and be it further

RESOLVED, that this Convention recommends to all its affiliated local unions and joint boards, as well as to all its members to extend to this Association, might be rendered to the Italian General Executive Board its present financial difficulties, and be it further

RESOLVED, that the Convention donate a fixed sum for the support of the sanatorium maintained by this Association.

Referred to Committee on Resolutions.

Resolution No. 203

Introduced by delegations of Locals No. 48 and No. 89, and L. Magnavita (113), B. Cinclari (134), M. Magnavita (113), A. La Guardia (127) and A. Lero (26).

WHEREAS, it has been decided by the previous General Executive Board and its General Committee, that the General Executive Board and the General Committee shall work for the General Office of the International L. G. W. U., and

WHEREAS, many shops of our industry moved and are moving out of town to escape the union control, and

WHEREAS, in many localities such shops are employing fewer Italian workers, who are now not organized, work at very low wages, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U., instructs the incoming General Executive Board to do everything possible to stamp out such a danger for our members and to cooperate with the Italian General Executive Board in order to unionize the out of town industry.

Referred to Committee on Organization.

Resolution No. 204

Introduced by I. Bernadsky, delegate of Local No. 50.

"WHEREAS, the Custom Draughtsmen's Union, Local 90, of the City of New York, has made
many attempts to organize the 8,000 workers engaged in that industry and meet with failure, and

WHEREAS, the five hundred workers that do belong to the Union, have the greatest difficulties in maintaining conditions obtained in some of the shops, due to the fact that the greatest number of establishments in the city are non-union and conditions therein are much inferior to those in union shops.

WHEREAS, the state of affairs is being felt more keenly in the custom dressmaking shops, and which in the near future promise to endanger the very existence of our local, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. L. instructs the incoming General Executive Board to undertake immediately an organization campaign to organize the custom dressmakers of the City of New York.

If possible this convention shall also instruct the incoming General Executive Board that in case there will be an organization campaign of the other dress locals of the City of New York to include the Custom Dressmakers’ Union, Local 90.

Referred to Committee on Organization.

Resolution No. 205

Introduced by delegates Sonia Farber, Simon Farber, Clara Goldberg, J. Farblach, S. Lupin, J. Schwartz (Local No. 22) and Lena Goodman, Miriam Levine and Rose Passetta (Local No. 25).

WHEREAS, during an election for an Executive Board of Local 22 in June, 1921, a certain leaflet was given out by a group of members of this local, which leaflet, in criticizing the supervision of the General Executive Board Committee over this election, used scandalous words.

WHEREAS, this leaflet included twenty-one members, among whom was Rose Walkowitz, and

WHEREAS, when these twenty-one were called to the General Office and asked to sign a statement declaring this leaflet in question to be a scurrilous libel and by irresponsible people, these twenty-one refused to sign, but declared that they disapproved of the use of scandalous words.

WHEREAS, because they refused to sign this statement they were taken off the ballot, and

WHEREAS, Rose Walkowitz was not seated as a delegate to this Sixteenth Biennial Convention on the same charge, and

WHEREAS, Rose Walkowitz and the others had proven their union activities to be intelligent, constructive, and desirable members, fit to hold union offices, be it therefore

RESOLVED, that Rose Walkowitz and the others now be elected of this charge by this Sixteenth Biennial Convention held in Cleveland, Ohio.

Referred to Committee on Adjustment.

Resolution No. 206

Introduced by B. Kurland, delegate of Local No. 72.

WHEREAS, it has become customary to sign contracts with small employers who do not employ cutters which endanger the conditions in the larger shops where cutters are employed, and

WHEREAS, this causes unemployment among the cutters in our trade and adds to their hardships, be it therefore

RESOLVED, that this Sixteenth Convention instructs the incoming General Executive Board and that they in turn instruct all officers authorized to sign contracts, that such contracts shall not be signed unless cutters are employed in these shops.

Referred to Committee on Resolutions.

The chairman of the various committees announced the time and meeting place of their respective committees.

Delegate Perlstein: Since the committees are not through with their work, I move that the convention adjourn until tomorrow morning in order to give the committees an opportunity to meet and get through with their work.

This motion was seconded and unanimously carried.

Whereupon at 10 a.m. the session adjourned to reconvene Wednesday, May 10, 1922, at 9:30 a.m.

Xineth Day—Wednesday Morning Session

May 10, 1922, 9:30 A.M.

President Schlesinger opened the twelfth session at 9:30 a.m.

The following delegates responded to the roll call:

Problems confronting our trade.

The Sixteenth Biennial Convention. Sorry that I cannot attend the next Convention. Wishing success to you and the delegates in solving the problems confronting our trade.

Harry Zaff

New York City, May 9, 1922.

President, Benj. Schlesinger,

Engines Auditorium, Cleveland, O.: We, the employees of Max Greenstein, 123 West 2nd St., send you our heartfelt congratulations for harmony and solidarity. Yours for victory!
President Schlesinger called upon Vice-President Lefkovits to read the report of the Committee on National and International Relations:

Report of the Committee On Relations With National and International Garment Workers' Unions.

Mr. Chairman and Delegates:

Your Committee on National and International Relations has had an important task before it. Your Committee was fully aware of the ever growing importance of the effort to consolidate the activities of the garment workers' unions throughout the country, of the formation of a bond of unity and good will between the existing organizations of labor in the garment industries. It is a subject which has deeply interested our conventions in the past and towards the attainment of which practical steps have been decided upon and carried out.

In the work of bringing closer the garment workers' unions of this country, our International has taken the lead in a concrete and definite manner ever since this idea was born and began to receive a response among the garment workers of America.

You will observe that the subject is divided into two distinct sections: Relations with National Garment Workers' Unions and Relations with International Unions in our industry. Because of that, we shall divide our report into two chapters covering one section after another. The delegates to this convention are requested to give this matter their closest attention as it involves, in our opinion, one of the most interesting and forward-looking chapters in the work of our International.

On the subject of National Relations with Garment Workers' Unions, your committee has received the following four resolutions:

Resolution No. 33.

Introduced by the delegation of Local No. 89.

WHEREAS, our Chicago convention of 1920 instructed the General Executive Board to call a conference of the needle trade industries in the U. S. and Canada, without regard to their affiliation, for the purpose of forming an alliance for offensive and defensive purposes, including in said alliance the textile workers, and WHEREAS, the General Executive Board, in obedience to the above instructions called a conference and a new body was formed called the Needle Trade Workers' Alliance which not being entirely satisfactory to some of the composing bodies, has not been effective, and WHEREAS, since the Chicago convention there has been an aggressive and quite successful campaign on the part of the employers for the reduction of wages, and WHEREAS, the employers of the entire continent, in order to follow up their advantage have united their forces and are still waging a desperate fight on a solid front: therefore be it RESOLVED, that this convention renew the instructions contained in Resolution No. 9 of the 15th Convention and request the General Executive Board to continue their efforts to make the Needle Trade Workers' Alliance a workable entity.

Resolution No. 70.

Introduced by delegation of Local No. 62.

WHEREAS, the capitalistic class in the United States is at present engaged in a campaign to crush the entire labor movement, and WHEREAS, the needle trade manufacturers, as a part of this class, are making one attempt after another to destroy all the needle trade unions, and WHEREAS, a strong organization consisting of all needle trade unions is the only means to hold back the manufacturers from carrying out their greedy plans, and WHEREAS, the Needle Trade Alliance failed for various reasons, be it therefore RESOLVED, that this convention instruct the incoming General Executive Board that upon the adjournment of this convention another attempt be made to organize another Needle Trades Alliance which shall be a powerful instrument against the organized power of the needle trade manufacturers.

Resolution No. 127.

Introduced by delegation of Local Nos. 81 and C. Morris, Ray Glassman, Jack Tycher and I. Davidson (104).

WHEREAS the capitalistic employers of this country have definitely united their forces to
a huge campaign to destroy all forms of organization, and
WHEREAS, the workers, due to the prevailing lack of solidarity of organizations, mainly caused by the narrow trade lines of these organizations, which divide their forces against themselves, have suffered severe defeat in the struggle to maintain the standard of wages and working conditions once gained, and
WHEREAS, the manufacturers of our industry, in their efforts to reduce wages, lengthen hours and establish the open shop, are converting their combined forces in violent attacks upon the different branches of the Needle Trades Industry at different times in an attempt to force them into submission one by one, thereby preventing any effective resistance on the part of the Unions, and
WHEREAS, the only remedy for this deplorable condition is for the Needle Trades to present a united front to the employers by the complete amalgamation of all Needle Trades Unions into one organization covering the whole industry, therefore be it
RESOLVED, that we, the delegates to the Biennial Convention of the International Ladies' Garment Workers' Union, go on record in favor of complete amalgamation of all unions in the Needle Trades Industry into one centralized organization, and be it further
RESOLVED, that a committee be elected by this Convention to negotiate with the other organizations within the Needle Trades for the calling of a Convention of all Unions of the Needle Trades, based on local representation, for the purpose of establishing one organization covering the whole of the Needle Industry, and that this committee in conjunction with the other organizations of the Needle Industry or with any committees elected by them be empowered to set the date for such Convention, and be it finally
RESOLVED, that a copy of this resolution be forwarded to the Executive Boards of all the organizations in the Needle Trades, and published in the Labor Press.

In addition to these resolutions your committee has carefully read the account of the attempt to form a Needle Trades Workers' Alliance in December, 1920, at a conference called together at the initiative of our International. It has examined carefully the causes why this Alliance had failed to function and flourish as it might have been expected. We have likewise paid particular attention to the closing remarks of that report from which we quote the following:

"We have not lost faith in the necessity of a needle trades workers' alliance nor the hope that it will eventually be realized. Our Convention has decided to organize such an alliance as the result of mature consideration and varied experience. The needle trades unions stand, collectively and individually, to gain very much from an alliance that would give them the possibility to act together and to aid each other in their development and their struggles. This is, however, a practical question and it has to be solved in a practical manner. Sooner or later this must come into being.

"Let the decision of the Chicago Convention regarding a needle trades alliance remain in force and let the next administration of the International be instructed to go on with the work and to endeavor to make the Needle Trades Workers' Alliance a living and acting reality."

Your Committee heartily concurs in both the letter and spirit of these recommendations.

Nevertheless, the delegates to this Convention must bear in mind that the formation of such an alliance, as past experience has shown, is not quite an easy matter as may appear on the surface. The Committee which was charged with the work of reporting on this subject at the Chicago Convention was also aware of the obstacles and pitfalls that are likely to be met in the task of forming such an alliance. These difficulties are not only technical, not only because in the realization of this project we have to deal with divisions of workers who have hitherto been organized separately and who have, quite naturally, in the course of their existence, developed strong organization sympathies but they are, also difficulties of an economic nature as they affect workers whose industrial problems are not only markedly different but are often not even understood by the workers in the other divisions of our industries.

We are mindful of these difficulties and we know equally well that it will require slow and patient work for such an alliance to take firm root. But we are equally confident that eventually this idea of healthy, normal, and fruitful cooperation between the garment workers' unions of America will materialize and will form an additional source of strength to our organization.

In connection with Resolution No. 127 we wish to state that we are not opposed to it in principle but as a matter of practice we cannot recommend concurrence in it. Let us bear in mind that we have not yet made a success of the needle trades alliance idea as a federation of garment workers' unions and not having succeeded in the first step in this direction, it would be irrational to recommend a plan of complete amalgamation which could be brought about and realized only after a great many preliminary steps and acts of cooperation, co-working and demonstration of mutual
aid and assistance have taken place. And
since we have concurred in the first
three resolutions, it is quite obvious that
we cannot, in the same breath, concur
in the last one as it is contrary, in a
practical sense, to the first three.

The decision of the Chicago Conven-
tion regarding a needle trades alliance
should remain in force and even though
the first attempt to materialize it did not
bring forth the desired results, this Con-
vention should go on record as reaffirm-
ing its belief and faith in the desirabil-
ity and the necessity of the forming of
such an alliance. The incoming Gen-
eral Executive Board should be in-
structed to take steps in this direction
and to endeavor to convert this plan
into a reality. Your Committee has like-
wise read the letter addressed to this
convention by the officers of the United
Cloth, Hat and Cap Makers of North
America in which you are urged to pro-
cceed at once with this work. We ap-
preciate the spirit of the communication
and the convention should do its utmost
to make a success of that alliance but
at the same time we recommend that
the working out of the procedure shall
be left to the incoming General Execu-
tive Board which will be in a better po-
sition to take the necessary steps in
that direction.

The committee moves the adoption of
this recommendation.

President Schlesinger: I read the
resolutions dealing with this matter that
were presented to the convention as well
as a number of telegrams that were sent
to the convention. I also read a number
of articles on the subject. They all
expressed a sincere desire to unify the
forces in the garment industry.

After reading all these things, I came
to the conclusion that some of our mem-
bers and some of the writers of these
articles do not really appreciate the
hardship that it involves when we only
come to think of the formation of an
alliance, and I therefore feel that I
should say a few words on this sub-
ject.

We can discuss this subject as a ma-
ter of principle, and we can also discuss
it as a practical matter. From the point
of view of principle, I believe there is
not a single person in this hall, what-
ever his views may be, who is opposed to
the idea of getting together all the
workers of one industry into one organi-
zation, in order that they might be able
to better fight against their employers.
But when you discuss the question from
a practical point of view, a good many
questions start to bother your mind.
Here are the problems that present
themselves. We have in this country
six organizations in the garment indus-
tries. One of them, The United Gar-
ment Workers of America, which at the
present time controls the overall making
of garments, is out of the proposition
entirely.

There are five organizations left, with
which we can federate or amalgamate.
The five organizations are: The Inter-
national Ladies' Garment Workers' Union,
with a membership of approximately
130,000; The Amalgamated Clothing
Workers of America, which claims a
membership of 135,000; The United
Cloth Hat and Cap Makers of North
America, with a membership of approxi-
mately 10,000 to 11,000; The Jour-
neymen Tailors' Union, with a membership
of about 9,000 to 10,000; and the Fur
Workers' Union, with a membership of
approximately 9,000 or 10,000. If any
kind of a federation or an amalgamation
can be formed, it can be formed only
among these five organizations.

Long before any of these organizations
gave consideration to this problem, our
General Executive Board urged these
different unions to get together. At the last
convention in Chicago, we adopted a
definite decision in this matter. We de-
cided that immediately after the conven-
tion, the President of the International
be instructed to bring these five organi-
izations together and form a federation.
This was done. A few months after the
convention adjourned, such a confer-
ce was called. The conference was held in
New York in the month of De-
cember, 1920. We explained that we
want a federation of all the needle trade
unions, but that as far as amalgamation
is concerned, we felt it was neither pos-
sible nor practical at that time. We
felt it was not possible for the reason
that we did not believe that our mem-
ers were ready to give up their iden-
tity, to give up the organization which
they have tried to build up during the
last 22 or 23 years, and simply become
a thing of the past and merged with
the other trades.

As to its practicability, our delega-
tion explained that we did not believe that it
could be done. For example, if the idea

There is a certain hard work involved in
forming such an alliance. It means a lot
to have people here who are always will-
ing to help each other. But we believe
that this is the way to work, and we are
ready to do it at once.
was that if one branch of an industry were to go on strike the other branches should also go on strike, then why has it not been done, until now even in our own trades? I feel that when the cloakmakers go out on strike, that the men's clothing workers should also go out on strike, why do not our people feel that when the waist makers go on strike, the cloak makers should also go out on strike? I know that in 1917 the waist makers had a strike in Chicago. It was a very bitter struggle, and yet nobody even suggested that the cloak makers should also go out on strike. The same thing was true recently in Philadelphia. In 1916 we had a strike of the cloak makers in New York. It was a fight for the very life of the organization, and yet nobody of the waist makers or dress makers or embroidery workers even suggested that they go out on strike in order to help the cloak makers. I don't want to enter into a discussion as to whether it would help the cloak makers if the waist makers were to go out in a sympathy strike or vice versa. The point I wish to make is that when we discuss the question of amalgamation or federation, we must not be carried away by phrases; we must act, bearing in mind conditions in the industry. We believe that a federation is desirable for the following purposes: Our industry is being driven to the country towns. The stronger our union gets in the cities, the more shops are being opened in the country. The same thing is true of the clothing workers. Our idea was that so far as organizing these country towns is concerned, an alliance was a necessity. Instead of each organization spending fortunes to organize these country towns, a federation could establish one bureau to send out organizers to urge the girls in these towns to join their respective unions. The second point that we have in mind was this: During the years 1917-1918, conditions in the women's garment industry were very bad. On the other hand the clothing industry became very prosperous. Every time our people would go to work in a clothing factory they had to pay a new initiation fee and join another union. We suggested at the needle trades conference that one of the principles of the Alliance should be the recognition of membership cards of all unions, so that a worker should not have to pay a new initiation fee or join another union when it is slack in his trade, and there is more than enough work for workers from other trades.

The idea of industrial unionism is that in every trade all the workers employed in that trade are to cease work when a strike is called. In the building trades they have not got it. But some of the other unions came to the conference with a different idea. I don't know what they had in mind. Perhaps they thought that the best thing to do would be to merge all these organizations into one so that we could organize a little kingdom, so to speak. Only yesterday a statement of a speech which was made at another convention, appeared in the newspaper in which the idea of a one big union was defended in the following way: "We want one big union, because one big union will not do any harm to the employers." If it is one big union that we have in mind, it must do harm to the employers. There is no use getting away from it. (Applause).

I am saying all this because I know that we will be criticized for the stand that we take and I want everyone to be able to hold up his head and explain our standpoint without being afraid. It is quite a job to organize even an alliance. We have five organizations, each one of them with its own ideals. Most of them do not understand the problems of the others. For instance, take the question of week work. We believe that week work in our industry must not be abolished, whereas in the clothing industry, I know that only a year and a half ago the workers in Rochester were working under the week-work system and now they have decided to work under the piece-work system.

In conclusion, I wish to say that we are doing the best that is humanly possible for people with our limited knowledge for the improvement of the conditions of the workers. Let us discuss these matters in a way that will really help the conditions of the workers. Our International has always stood for and will always stand for bringing the garment industry together. But as far as amalgamation is concerned, we are not ready for it now. Conditions may be changed at any minute where amalgamation of the five trades will be compulsory, but at the present time the only thing that we can do is to take the position as recommended in the report of the committee. (Great applause.)
Upon being put to a vote, the recommendation of the committee was unanimously adopted.

Vice President Lefkovits continued to report as follows:

Your committee has also received a resolution dealing with the question of a Needle Trades Department in the American Federation of Labor. This is the contents of this resolution:

Resolution No. 81.

Introduced by delegation of Local No. 10.

WHEREAS, our International Union has at several of its conferences declared itself in favor of a Needle Trades Department in the American Federation of Labor, and

WHEREAS, such departments like the Building Trades Department, the Mining Department, the Metal Trades Department, the Railway Department and several others already exist within the American Federation of Labor, and

WHEREAS, organizing on the department or allied industry basis finds hearty support and approval among our members, being the nearest approach to the idea of industrial unionism and likewise offering the workers a better defensive and offensive position with respect to their daily struggles with the employing class, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. goes on record instructing our delegates to the next convention of the A. F. of L. to again introduce such a resolution for a Needle Trades Department in the A. F. of L. and work for it in the hope of eventual realization.

Your Committee is in full accord with the spirit of this resolution and appreciates its importance. It would remind the convention that the delegates of our International had introduced at several previous A. F. of L. Conventions such resolutions calling for the organization of such a department, and these resolutions had not been acted favorably upon.

As for instructing our delegates to introduce such a resolution again at the next convention of the A. F. of L., we believe that it would be both untimely and futile at this present moment. It must be kept in mind that there are still several big needle trades workers' organizations outside the A. F. of L. A Needle Trades' Department would therefore, in fact, not represent the full organized strength of the garment workers of this country. In case, however, these organizations affiliate with and become a part of the A. F. of L., then it would be rational and timely to proceed with the work of organizing such a Needle Trades' Department in the A. F. of L. and our delegates would stand instructed to act along these lines.

Delegate Berlin argued that the report of the committee was inconsistent, and the fact that this resolution had been defeated once before at the A. F. of L. convention was no reason why it should not be introduced again.

President Schlesinger: The suggestion that you have made to turn down the report of the committee is exactly what Brother Tom Rickert of the United Garment Workers' Union wants. When we presented our resolution to the A. F. of L. convention, calling for a needle trades department, it was at a time when there was no amalgamated as yet. In those days the United Garment Workers of America were opposed to the idea and that is why the resolution was never carried. It is only recently, since they have heard that we are trying to get the needle trades together, even those that are not affiliated with the A. F. of L., that they have spoken to our delegates at the A. F. of L. convention, urging the formation of a needle trades' alliance within the federation of the United Garment Workers, the Journeymen Tailors and the Furriers. I always replied that we must have the big organization of the clothing workers in the alliance in order to be effective. I am merely saying this to make clear to you the fact that by adopting this resolution you may kill the idea of a needle trades' alliance.

Delegate Ilyman supported President Schlesinger in his contention.

Upon being put to a vote the recommendation of the committee was adopted.

The report of the committee, continued:

Your committee has gone over carefully the report of your delegates to the last convention of the International Clothing Workers' Federation at Copenhagen. President Schlesinger and Vice-President Lefkovits, submitted after that convention, a report and your committee fully appreciates and concurs in it. Our affiliation with the European garment workers' union may continue to be for a considerable time more of a fraternal or sympathetic nature than of a practical affiliation. It is, nevertheless, important to keep up this affiliation and it should be a matter of pride and gratification that it was our International that contributed
greatly to the revival of this International Federation of Clothing Workers soon after the war had ended.

Your Committee recommends that two delegates be chosen from our International, one of them being the President of the International, to attend the conventions of the federation in the future and to continue lending to this federation our undivided and hearty support.

Recommendation unanimously carried.

This concludes the report of your Committee on National and International Relations of the Garment Workers' Union. We feel that our International is proceeding in the field of keeping up the relations of our organization with all the other garment workers' unions, both in Europe and America, in a proper enlightened and rational manner. Our organization did not rush headlong into a visionary scheme of submerging its identity and losing its individuality because it knew that the organized workers in our trades wanted to have their own union intact and their own freedom of action. We do want co-operation and mutual aid with the other garment workers' unions of America and of Europe, and it is our firm belief that such a federation and along such lines is a practical and a rational proposition which will and must be realized in the near future. It is in this spirit and with this hope that we beg leave to submit to you our findings in the knowledge and the confidence that our work leads us in the right direction, the steady, progressive and irresistible forging of a bond of unity between the workers, the hundreds of thousands of men and women employed in the vast needle trades industries of this country.

Fraternally submitted.

Samuel Lefkovits, Chairman, Local 3.
Alfred Rose, Secretary, Local 18.
A. Rothenberg, Local 1.
Myer Cohen, Local 5.
L. Hyman, Local 9.
L. Wexler, Local 20.
J. Gilman, Local 24.
H. Bakst, Local 27.
A. Termini, Local 48.
E. Schechtman, Local 63.
H. Gilbert, Local 78.
Ph. Bariel, Local 183.
Pannia M. Cohn, Local 115.
N. Weiss, Local 134.
Max Samuels, Joint Board, Toronto.

Vice President Lefkovits: I move that the report of the committee as a whole be adopted.

This motion was seconded and unanimously carried.

President Schlesinger next called upon Vice-President Heller to report for the Committee on Resolutions.

Report of Committee on Resolutions.

Vice-President Heller: We have received Resolutions Nos. 12 and 37 which deal with the proposition of week-work in the dress industry.

Resolution No. 12.

Introduced by delegation of Local No. 23.

WHEREAS, the only system of work which is truly beneficial to our workers is the week-work system, and the cloak, skirt and reefer trades are working under that system and

WHEREAS, a large number of cloak and skirt manufacturers are also making dresses, and the workers of the same shop are compelled to work under different systems which cause friction between the employer and the union and alienate worker and worker in the same shop, be it therefore

RESOLVED, that the 16th Biennial Convention decide to inaugurate the week-work system in the dress industry and instruct the incoming General Executive Board to carry out this decision at the earliest opportunity time.

Resolution No. 37.

Introduced by delegation Local No. 8.

WHEREAS, the workers employed in our industry are working under two systems, namely week-work and piece-work, which is causing antagonism and disunion among the workers engaged under these two systems of work, and

WHEREAS, the piece-work system divides the workers into shop unions with diverse and conflicting interests, thereby making it impossible for them to advance their economic conditions and undermines the very principle of trade union solidarity, and

WHEREAS, the settling of prices in the various shops makes it impossible for the union to standardize the wages and earnings of our members in our industry, and

WHEREAS, the settling of prices by the workers in the various shops tends to degrade and demoralize the character of our union as a consequence of their constant conflicts with the employers in the bartering and haggling for prices, and

WHEREAS, the piece-work system makes the workers slaves of bundles, styles and difference in prices, thereby causing antagonism and discord in the ranks of the workers, and

WHEREAS, the piece-work system denies the workers self-imposed slavery and exploitation and makes for jealousy caused by the interstyles and big bundle on which they often reduce prices, therefore be it

RESOLVED, that this convention goes on rec-
ord in adopting the week-work system in our entire industry which will do away with the evils resulting from piece-work and the competition and friction between employees and employers, will standardize the wages of our members in our industry, thus strengthening our International and its affiliated locals and uplifting the economic, moral and spiritual standing of our members.

The committee recommends the following substitute resolution to be adopted:

"WHEREAS, practically all of the workers in the cloak and skirt industry of our country are working under the system of week-work, and
WHEREAS, this system of week-work proved to be a success wherever it was tried in preserving the health of the workers, by standardizing wages, and by the abolition of all shop antagonism among those workers, which prevailed under the system of piece-work; be it therefore
RESOLVED, that the 10th Biennial Convention of the I. L. G. W. U. goes on record for the establishment of a general system of week-work in all branches of the Women's Garment Industry in the United States and Canada; and be it further
RESOLVED, that the incoming General Executive Board should use all powers at its command, in order to bring about the realization of this decision."

In carrying out this decision the committee recommends that special emphasis be placed upon the very important factor of our industry, viz: the dress industry, whose members in our opinion are anxious and ready to fight the battle for the establishment of the system of week-work.

Upon motion recommendation was unanimously carried. (Great applause).

Resolution No. 38.
Introduced by delegation of Local 89.

WHEREAS, the United States is now at peace with the world, and
WHEREAS, the United States government has seen fit to release every person convicted as a spy, and
WHEREAS, there are 113 political prisoners still in the Federal prisons of America serving sentences of from five to twenty years, and
WHEREAS, men were convicted solely for expression of opinion, and
WHEREAS, Congress has repealed the Espionage Act under which they were convicted, therefore be it
RESOLVED, that we call upon the President of the United States to issue a proclamation declaring amnesty for all political offenders convicted during the war, and be it further
RESOLVED, that we hereby adopt all clauses of the I. L. G. W. U. to continue their support of the amnesty movement until every political prisoner is free.

Resolution No. 78.
Introduced by delegation of Local No. 10.

WHEREAS, there still are a number of men and women confined in State and Federal prisons for offenses committed during the war, which at this time a matter of the past, and
WHEREAS, all other nations who had taken part in the war have granted amnesty to their political prisoners, be it therefore
RESOLVED, that the 10th Biennial Convention of the I. L. G. W. U. goes on record as urging upon the President of the United States to grant amnesty to all those men and women who have been suffering years of imprisonment for having dared to express their opinion, and
be it further
RESOLVED, that the President of the International Ladies' Garment Workers' Union be authorized to send telegrams to the President of the United States and to the Attorney General at Washington requesting amnesty for all political prisoners on behalf of the 150,000 men and women belonging to our organizations.

Resolution No. 16.
Introduced by delegations of the Philadelphia Joint Board.

WHEREAS, the American prisons are still filled with political prisoners though the war is over long ago, and
WHEREAS, the only crime of these jailed workers is their devotion to the interests of the workers, be it therefore
RESOLVED, that the 10th Convention of the I. L. G. W. U. assembled at Cleveland, Ohio, requests the President of the United States to immediately free all political prisoners, and be it further
RESOLVED, that the Convention instructs its delegates to the forthcoming convention of the American Federation of Labor to introduce and work for the passage of such a resolution.

Resolution No. 78.
Introduced by delegation of Local No. 3.

WHEREAS, it is already three years since the world war was ended and we still find in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature, and
WHEREAS, the sole justification for such prosecution and imprisonment, that of wartime necessity, no longer exists, and
WHEREAS, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial and religious warponents; be it therefore
RESOLVED, that it is the opinion of this 10th Biennial Convention of the I. L. G. W. U. that the further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions to which our country is committed, and be it further
RESOLVED, that we accordingly urge upon the President of the United States, upon the Attorney General of the United States, the Secretary of War, and the American Federation of Labor, with all earnestness at our command, the necessity of granting an immediate amnesty to all prisoners whose religious, political or economic beliefs formed the basis of their prosecution, trial and imprisonment.
Resolved No. 22.

Introduced by delegations of the Chicago Joint Board.

WHEREAS, the signing of the Peace Treaty finds in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature, and

WHEREAS, the sole justification for such prosecution and imprisonment, that of war time necessity, no longer exists, and prosecution and imprisonment, that of war time necessity, no longer exists, and

WHEREAS, a number of men and women under similar charges have been released by the President and Congress of the United States, be it therefore

RESOLVED, that in the sense of the delegates to the Sixteenth Convention of the I. L. G. W. U. assembled in Cleveland, Ohio, that the further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions of freedom to which our country is committed, and be it further

RESOLVED, that the I. L. G. W. U. delegates to the American Federation of Labor stand instructed to introduce a resolution instructing the A. F. of L. of the U. S. of A. to urge upon the present Congress the immediate release of all political prisoners.

Resolutions Nos. 16, 22, 38, 67 and 78 deal with the question of amnesty for political prisoners. The committee adopts resolution No. 67 as a substitute for all. The committee at the same time desires to express its gratitude and appreciation to the General Executive Board which was actively engaged as a part of the entire labor movement in the work of obtaining release of political prisoners in the United States. It is with deep appreciation that we express our congratulations to all delegates assembled at this convention and through them to our entire membership of the United States and Canada upon the successful achievement in bringing about the liberation of our beloved comrade. Eugene V. Debs. We hope that the International officers and everyone of our members will continue this great work for justice and freedom until such time when they will be able to say that all those who are at present held in the prisons of America because of an expression of their conscientious opinion will be free to live and able to carry on their work for the emancipation of the working class.

Upon motion recommendation was unanimously carried.

Resolution No. 57.

Introduced by delegation of Local 89 and delegates from Locals Nos. 3, 60, 22 and 25.

WHEREAS, the National Civic Federation is an organization tending to perpetuate the slavery of the working class and its spirit is therefore contrary to that of our International Union, and of all progressive labor unions, and

WHEREAS, some of the worst enemies of labor in the United States are members of said National Civic Federation and have great influence in its deliberations, and

WHEREAS, we consider it inconsistent for labor men to belong to said organization and to give, thereby, prestige to our enemies, be it therefore

RESOLVED, that we instruct our delegates to all future annual conventions of the A. F. of L. to vote at such conventions against all candidates for the office of President, Vice-President, Secretary or member of the Executive Council holding membership in the N. C. F.

Your committee recommends to amend the “Resolved” to read:

RESOLVED, that we instruct our delegates to the convention of the A. F. of L. to introduce a resolution calling upon the A. F. of L. and its officers to sever their relations with the National Civic Federation.

So that the resolution as amended will read:

WHEREAS, the National Civic Federation is an organization tending to perpetuate the slavery of the working class and its spirit is therefore contrary to that of our International Union, and of all progressive labor unions, and

WHEREAS, some of the worst enemies of labor in the United States are members of said National Civic Federation and have great influence in its deliberations, and

WHEREAS, we consider it inconsistent for labor men to belong to said organization and to give, thereby, prestige to our enemies, be it therefore

RESOLVED, that we instruct our delegates to the convention of the A. F. of L. to introduce a resolution calling upon the A. F. of L. and its officers to sever their relations with the National Civic Federation.

With this amendment the committee recommends the adoption of this resolution.

Delegate Hochman: Are the officers of the A. F. of L. not affiliated with the American Civic Federation, or are they there as individuals?

President Schlesinger: The A. F. of L. never went on record against it. It, therefore, appears that they are more sympathetic, or less officially affiliated, or at least sympathetic.

Delegate Antonini strongly urged that the original resolution be adopted, as he maintained that the National Civic Organization was reactionary and anti-labor.

Delegate Perlmutter urged that the recommendation of the committee be adopted and that the delegates of the International at the Convention of the
A. F. of L. shall not be limited by a man's views of the National Civic Federation as the sole test of that person's desirability to head the American Federation of Labor. He urged the delegates not to tie the hands of their representatives at the A. F. of L. Convention in this manner.

Delegate Miss Winick supported the contention of Delegate Perlmutter.

President Schlesinger: The resolution called plainly for sabotage. The amendment asks us to try and convince the A. F. of L. in every way possible to sever their relations with the National Civic Federation. If our delegates to the A. F. of L. will feel that they must sabotage, I do not believe that they will be carrying out the wishes of the International.

Upon being put to a vote, the recommendation of the committee was adopted, 133 voting for and 28 against.

Resolution No. 72.

Introduced by delegation of Local No. 9.

WHEREAS the last Biennial Convention of the I. L. G. W. U. accepted a resolution to introduce a minimum scale of wages for finishers, operators, pressers and cutters, and

WHEREAS, nothing has been done recently to carry out such decision, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U., instructs the incoming General Executive Board to do everything possible to introduce the minimum scale.

This resolution was vetoed at the request of the delegate representing Local No. 9. The committee recommends to grant the request of withdrawing this resolution.

Delegate Hyman: This resolution was withdrawn, because it is not what we intended to introduce, owing to a misprint.

Upon being put to a vote the recommendation of the committee was unanimously carried.

The report of the Resolutions Committee, continued:

Resolution No. 42.

Introduced by Local 89.

WHEREAS, resolution No. 26 of our 15th Convention proposing that our organ in the Italian language "Glustizia" be enlarged so as to make it an educational weekly paper that would make it the voice of the working class, was recommended by the Committee on Officers' Report of that convention to the careful consideration of the General Executive Board, and

WHEREAS, "Glustizia" has not been enlarged in the last two years, but has rather been reduced by the introduction of advertising matter, and

WHEREAS, the education of the Italian members through our organ "Glustizia" requires special care and the counsel of a number of competent Italian brothers, therefore be it

RESOLVED, that our organ "Glustizia" be actually enlarged by a number of pages as approved at our 15th Convention, and be it further

RESOLVED, that an Advisory Committee of Italian members on the Italian press be appointed for the purpose of editing and advising the editor of "Glustizia."

Your committee desires to state that it cannot make a positive decision at the present moment on the question of enlarging the "Glustizia." The question depends entirely upon the financial conditions of our International. Our publications, even as they are at present, are a drain on our financial resources. The allotment of two cents per week per member to cover the cost of our free publications is far insufficient as can be seen from the financial report submitted by our General Secretary and Treasurer, Abraham Baroff. We cannot therefore, in the face of these facts, add an additional cost on top of the deficit already existing in the Publication Department. We therefore must leave the question of enlarging the publication entirely to the judgment of the General Executive Board and to their discretion, who will naturally act in accordance with requirements and practical possibilities.

The committee is however of the opinion that the publication as it is at present ought to be made as effective as it possibly can be made, and in order to do that we feel that an Advisory Committee to the editor of our Italian paper will greatly add to the selection of the proper material applicable to our Italian membership to be printed in that paper. We therefore recommend...
WHEREAS, Resolution No. 28 of our 16th Convention proposing that our organ in the Italian language, "Giustizia," be enlarged so as to make it an educational weekly paper that would make it the voice of the working class, was recommended by the Committee on Officers' Report of that convention to the careful consideration of the General Executive Board, and

WHEREAS, "Giustizia" has not been enlarged in the last two years, but has rather been reduced by the introduction of advertising matter, and

WHEREAS, the education of the Italian members through our organ, "Giustizia," requires special care and the counsel of a number of competent Italian brothers, therefore be it

RESOLVED, that an Advisory Committee of Italian members of the International Ladies' Garment Workers' Union be appointed by the General Executive Board for the purpose of selecting and advising the editor of "Giustizia," who should act under the supervision of the General Executive Board.

With this amendment your Committee recommends the adoption of this resolution.

Delegate Ninfo: This resolution is no reflection whatsoever on the editor of "Giustizia," Brother Hende, as he has done all in his power to preserve the high plane and the integrity of the publication.

Delegate Antonini urged the adoption of the resolution, maintaining that the "Giustizia" was the only means of conveying the ideas of the International to the Italian membership.

Upon being put to a vote the recommendation was unanimously carried.

Resolution No. 29.

Introduced by delegation of Local No. 82.

WHEREAS, the Examiners, Squarers, (Be-graders) and Bushers Union is affiliated with the International Ladies' Garment Workers Union as Local No. 82, since May 15, 1917, and

WHEREAS, this local union, in accordance with the decision of the 16th Biennial Convention of the I. L. G. W. U. is affiliated with the Joint Board, Cloak, Skirt and Reelfoot Makers' Union since September, 1918, and

WHEREAS, we have not, up to this date, succeeded in obtaining full recognition in all agreements, which condition hinders to a great extent, in the organizing of a number of workers, and practically interferes with the possibilities of protecting our members in other shops, and

WHEREAS, the General Executive Board and the officers of the I. L. G. W. U. participated in the working out of the agreement made in 1916, which ends June 1, 1922, and participated in the working out of all agreements made in the cloak industry, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. instructs the incoming General Executive Board to use all its efforts in securing full recognition for our local union in all future agreements made in the cloak industry of the city of New York.

Your committee recommends the adoption of this resolution.

Upon motion this recommendation was unanimously carried.

Resolution No. 17.

Introduced by delegation of the locals of the Philadelphia Joint Board.

WHEREAS, the Waist and Dress Makers' Union, Local No. 16, has carried on a heroic fight against the Waist and Dress Manufacturers and Chamber of Commerce of the City of Philadelphia, and only after a long and bitter struggle of twenty-six weeks, the strike was given up, and

WHEREAS, the manufacturers are taking advantage of that lost strike and the conditions in the shops are unbearable, be it therefore

RESOLVED, that this convention instruct the incoming General Executive Board to renew the fight against the Waist and Dress Manufacturers' Association of Philadelphia, at the earliest and most opportune time, and be it further

RESOLVED, that the Joint Board of the Cloak and Skirt Makers' Union of Philadelphia, pledge ourselves to render all assistance possible to our brave sisters and brothers of Local No. 15, in order to abolish the existing slavery and restore union conditions back again into and restore union conditions again into their trade.

Your committee highly appreciates the sympathetic tone and the feeling of solidarity and brotherly love expressed in this resolution by the Cloakmakers' Locals of Philadelphia to the brave fighters of Local 15, Waistmakers of Philadelphia, who have carried on a fight for the maintenance of human conditions in their industry in the face of hunger, misery and starvation. In adopting this resolution, your committee also takes advantage of this opportunity to express its gratitude to the members of the General Executive Board and to all the Locals of the International who have contributed morally and financially to this great historic struggle. With these remarks we recommend the adoption of this resolution.

Upon motion this recommendation was unanimously carried.

Resolution No. 50.

Introduced by delegation of Local No. 66.

WHEREAS, homework is still rampant in the hand embroidery industry, thousands of hand embroidery workers working in bedrooms and kitchens in the slums and tenement houses, and

WHEREAS, the cloak, suit, skirt and dress manufacturers are giving work to manufacturers, who in turn employ thousands of home workers in the hand embroidery trade, be it therefore

RESOLVED, that the 16th Biennial Convention denounces and condemns homework slavery in the women apparel industries, and be it further

RESOLVED, that the incoming General Executive Board shall stand ready to do everything within its power, economically and politically, to abolish homework in the hand embroidery trade.

Your committee recommends the adoption of this resolution.

Upon motion this recommendation was unanimously carried.
Resolution No. 23.

Introduced by delegation of Local No. 15.

WHEREAS, the Waist and Dressmakers' Union Local No. 15 of Philadelphia was the first local union of the International that was attacked by the employers in the "Open Shop" campaign, and

WHEREAS, the said local union was on strike for twenty-six weeks, and was compelled by force of conditions to give up the strike without reaching a settlement, and

WHEREAS, Local No. 15 had under its control the entire waist and dress industry of Philadelphia, be it therefore

RESOLVED, that this convention indorse a general strike for the city of Philadelphia in the waist and dress industries, and empower the incoming General Executive Board to call the strike as soon as it will see fit.

Your committee is in hearty accord with the introducers of this resolution. We feel that no risk will be taken by favorable action on this resolution, knowing as we do the bravery, the loyalty, the degree of courage and devotion of the members of Local No. 15. We are not exaggerating when we say that the Waist Makers of Philadelphia do not know of the word "defeat." Nothing discourages them! The last lull on the battlefield of Philadelphia was only a temporary one; the retreat a necessary strategic move. Now, again, we hear their battle-cry, "Onward, to final victory!" Let us give them our encouragement and let us here extend to them our pledge to stand by them with all powers at our command until victory will be achieved. With this we recommend the unanimous adoption of this resolution.

Delegate Reisberg asked the Cloak Makers of New York to be more generous in their support of the strike than they were during the last strike.

Delegate Langer criticized Delegate Reisberg for this statement as he maintained that the Joint Board of the Cloak Makers has done everything in their power to help the strikers in Philadelphia: that they had assisted them weekly with $2,000 even though the Cloak Makers themselves were on strike and their own members were receiving no relief for the first four weeks.

Delegate Shane maintained that the $220,000 spent on the Philadelphia strike was a generous amount, and that while the Cloak Makers have contributed $2,000 a week to the Philadelphia strikers, they themselves were on strike and their own members were receiving no relief for the first four weeks.

President Schlesinger: I am inclined to view this matter rather philosophically. The International spent $152,000 on the strike. Who is the International? I am sure that neither Baroff nor I took the money from our own pockets. You people will have to pay, whether you did your duty at the time of the strike or not, and a recommendation has already been made in the report of the General Executive Board to the convention, that an assessment be levied in order to cover up the deficits.

Delegate Heller summed up for the committee. He expressed regret that Delegate Reisberg had raised the issue of financial support, stating that everybody would do all in their power to help the strike.

Upon being put to a vote the recommendation of the committee was unanimously adopted.

Resolution No. 74.

Introduced by delegation of Local No. 9.

WHEREAS, we have fought many years for the introduction of the eight-hour working day, and

WHEREAS, it has been acknowledged by the greatest authorities that the eight-hour working day is a normal day's work and to work more than eight hours is a danger to one's health, and

WHEREAS, while during the last few seasons many of our members were unemployed, there were still many shops in which overtime existed, be it therefore

...
RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. favors the abolition of overtime, and be it further
RESOLVED, that the incoming General Executive Board carry out this decision as soon as possible.

The committee recommends to strike out the words "wherever possible" and to add the words "everywhere possible" in the first "resolved" after the word "overtime," and to amend the second "resolved" to read: "Resolved, that the incoming General Executive Board carries on an agitation among the members to discourage the desire to work overtime as much as possible and that the General Executive Board, in signing new agreements in the future, do all it can to insert clauses that will discourage the insistence on the part of manufacturers for overtime work." So that the resolution as amended will read:

WHEREAS, we have fought for many years for the introduction of the eight-hour working day, be it, therefore,
RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. favors abolition of overtime wherever possible, and be it further
RESOLVED, that the incoming General Executive Board carries on an agitation among the members to discourage the desire to work overtime as much as possible and that the General Executive Board, in signing new agreements in the future, do all it can to insert clauses that will discourage the insistence on the part of manufacturers for overtime work.

With this amendment the committee recommends the adoption of this resolution.

Delegate Bleiman urged that the original resolution be adopted, maintaining that it would mean more work for the members.

President Schlesinger: Our Industry is a highly seasonal industry. The reason for that is because it is a highly stylish industry, and, after all, I would rather have it that way. If our Industry were not an industry governed by styles, you would have had the section system as it exists in other industries. And since it is a seasonal industry, you cannot abolish overtime altogether. In the second place, overtime is encouraged by the workers themselves. The reason we established the rule of double time or time and a half for overtime, was to abolish overtime, as we felt that it would not pay the employers to have the workers work overtime at these rates, but the workers themselves do not live up to the agreement very often and are willing to accept the same rates for overtime during the season as they are getting paid for regular day work.

Delegate Hyman argued in favor of the original resolution. He stated that when the workers worked twelve hours a day, the employers maintained that it was a necessity, but it was proven otherwise, and in the same way if overtime were abolished, the work could be turned out without overtime, to the advantage of the workers at large.

Delegate Levy supported Delegate Hyman in his contention.

Delegate Ninfo supported the recommendation of the committee, and argued that what was necessary at the present time was to educate the workers to live up to the agreement as regards overtime rather than try to abolish overtime.

Delegate Golub argued in favor of the recommendation of the committee, maintaining that the workers did not earn enough money to support themselves without overtime.

Delegate Bleiman: Don't you think that because the seasons are short and overtime is permitted, that the bulk of our members do not get an opportunity to work during the slack time?

President Schlesinger: We are all in favor of doing away with overtime as much as possible. The question is how to do away with it. Our seasons are short. The workers have to live all year round, and we cannot do away with legitimate overtime. At the present time you cannot do away with styles. Did you ever see two women wearing the same hate? I don't know whether I would be willing to do away with style, because I am afraid that we would immediately have another evil which is greater than the style evil. You may have periods of work, but the work will be so divided that your people who have been making a living in the industry for many years, will be unable to find employment, as is the case in other trades where the industry has been sectionalized. We tried to abolish overtime by introducing the rule of double time or time and a half for overtime, but it did not work. In some cases the employers send the work to outside shops, where they do not have to pay extra for overtime. The workers themselves in many instances do not charge extra for overtime. The workers themselves in many instances do not charge extra for overtime in order to make the extra money. We all want to solve the problem, but we must not act in an irrational way. It is a matter that requires thinking.

Delegate Nagler: Are we able to introduce in our agreements with the manufacturers a clause limiting the hours of overtime?

President Schlesinger: We have agreements in which no more than five hours overtime is permitted. We had an agreement two years ago calling for a five-day work-week. In other words, having the 44 hours divided into five working days. In order to do away with overtime, and that was turned down. Every effort is being made to solve the problem, but it takes time.
Delegate Heller summed up for the committee, urging that a propaganda be carried on among the membership, educating them to the necessity of abolishing overtime.

Upon being put to a vote the recommendation of the committee was carried.

Whereupon 12:45 P. M. the session adjourned to reconvene that afternoon at 2:00 P. M.

Ninth Day—Wednesday Afternoon Session
May 10, 1922—2:00 P. M.

President Schlesinger opened the thirteenth session at 2:00 P. M.


Delegate Nagler: I move that Epstein of the "Freiheit" be excluded from attending the sessions of this convention, as he slandered one of the delegates.

President Schlesinger: Our conventions have always been open and free to every body. We are doing nothing here of which we need be ashamed of or of which we need have fear. We are here to do our duty and we will not bar anybody from the convention.

Vice-President Heller, Chairman of the Resolutions Committee, continued his report as follows:

Resolution No. 31.
Introduced by delegates (63 in number) of Locals in various cities.

WHEREAS, Sacco and Vanzetti have been found guilty of murder in the first degree by a jury full of prejudices on framed-up evidence, and

WHEREAS, Sacco and Vanzetti are not guilty of any crime, in our opinion, other than being radicals and loyal to the workers, and

WHEREAS, these charges are sponsored by persons connected or influenced by the Massachusetts Chamber of Commerce and other financial magnates, be it therefore RESOLVED, that the delegates of the 16th Biennial Convention of the International Ladies' Garment Workers' Union recognize these charges as our President Schlesinger has made clear in one of his communications to the locals nothing other than an attempt to paralyze the honest and conscientious work of those who are leading organized labor to better conditions, and be it further

RESOLVED, that a protest be sent to the Executive Judicial Officers of the Commonwealth of Massachusetts to grant to these two innocent victims a new and impartial trial.

Resolution No. 34.
Introduced by delegates of Locals 89, 60, 22 and 66.

WHEREAS, two workers, Nicola Sacco and Bartolomeo Vanzetti, were convicted in the State of Massachusetts of murder in the first degree without positive or dependable proof of their guilt, in fact, amid contradictory evidence, unworthy for the conviction of human beings, and

WHEREAS, we are convinced that a fair trial was impossible under the conditions of prejudice and of antagonism prevailing, due to their being foreigners and radicals therefore, be it
RESOLVED, that we, the delegates to this Convention, appeal to the Governor of the State of Massachusetts in order that justice may be done in the case of Sacco and Vanzetti, and be it further
RESOLVED, that this Convention donates the sum of $1,000 for their defense.

Your committee recommends the adoption of resolutions No. 34 and No. 31 and further recommends that the sum of five hundred dollars be donated by this Convention towards the liberation of Sacco and Vanzetti.

Your committee further recommends that the incoming General Executive Board does all in its power and uses all its efforts in assisting the movement which is carried on by the organized workers of this country to secure justice for these accused workers, and we also call upon all affiliated Locals to extend all moral and financial aid to the movement for securing the freedom of Sacco and Vanzetti.

Delegate Bleiman urged that the original resolution be adopted.

Upon being put to a vote, the recommendation of the committee was unanimously adopted.

Resolution No. 48.

Introduced by delegates of Locals 48, 127, 124 and 126.

WHEREAS, the Italian members have been deprived for the past four (4) years of knowing the rules and regulations of our International Union, since our constitution has been amended four (4) years ago in the Boston Convention and was never printed in Italian, therefore be it
RESOLVED, that the incoming General Executive Board soon after this convention will have the constitution translated as amended so that the Italian members will enjoy the benefit of the rules and regulations of our organization.

Your committee is of the opinion that the Constitution should be printed in the language or languages spoken by our membership. We know that the main languages spoken by our members are English, Italian and Yiddish. We therefore recommend to adopt this resolution with the further addition that the Constitution shall be printed in three languages, viz.: English, Italian and Yiddish, according to the records of our Record Department.

Upon motion, the recommendation was unanimously adopted.

Resolution No. 79.

Introduced by delegation of Local No. 89.

WHEREAS, millions of dollars are deposited by the American working class in banking institutions where it earns enormous profits for the banking interests, and WHEREAS, these funds are invested in industries operated on a non-union basis and are used to finance reactionary organizations opposed to labor and its struggles, and WHEREAS, only intelligent, organized, cooperative effort on the part of the workers can end such a situation, be it therefore
RESOLVED, that this convention goes on record for establishing a labor bank where the money of every local of our International should be deposited and that we encourage our membership to deposit their savings in said bank, all funds to be used in legitimate enterprises not dangerous to the working class.

Your committee recommends reference of this resolution to the incoming General Executive Board for an investigation and study of the possibilities of the establishment of a co-operative bank by our organization.

Needless to say, we favor the co-operative movement not only in the retail field, and manufacturing field, but also in every branch of commerce and industry, and therefore request the incoming Executive Board to make a study of this subject as soon as possible and if they find a possibility of establishing a bank to call upon all members of our International and other organized workers to support this institution.

Upon motion, the recommendation was unanimously adopted.

Resolution No. 84.

Introduced by Louis Langer, Local 35, and Julius Hochman, Local No. 22.

WHEREAS, the International Ladies' Garment Workers' Union recognizes in the New York Call the only English daily labor paper in the East, and WHEREAS, it behooves labor to support and strengthen its press and make of it a powerful weapon, and WHEREAS, the New York Call Printing Co. exists to aid the New York Call and has established an up-to-date printing plant, the profits of which go to aid the New York Call, be it therefore
RESOLVED, that this convention of the International Union goes on record instructing its executive officers not to give the New York Call Printing, preference in all printing done by the International office, provided its estimates meet those of other private union printing concerns, and be it further
RESOLVED, that the locals located in and around Greater New York, be urged to do likewise.

Your committee recommends the adoption of this resolution.

Upon motion, the recommendation of the committee was adopted.

Resolution No. 85.

Introduced by Salvatore Ninfo, Local No. 48, and Luigi Antonini, Local No. 89.
WHEREAS, the Rand School of Social Science has for many years rendered most valuable service in the field of working class education, thereby winning the confidence of the progressive organizations of labor, and bringing upon itself the hatred of all the forces of reaction; and

WHEREAS, the Rand School is now fighting to uphold freedom of labor education by contesting the Lusk Law in the state of New York, the aim of which law is to bring all educational activity under a strict capitalist censorship; therefore, be it

RESOLVED, that this sixteenth convention of the International Ladies' Garment Workers' Union sends fraternal greetings and good wishes to the Rand School of Social Science, and

RESOLVED, that the sum of one thousand dollars ($1,000) is hereby appropriated as a donation to help the Rand School in continuing and extending its useful work, and

RESOLVED, that we call upon all locals and joint locals of the International Ladies' Garment Workers' Union throughout the country to support the efforts of the Rand School to procure the abrogation of the Lusk Law in New York state, and to prevent the passage of similar laws in other states.

Your committee recommends to amend the second “resolved” of this resolution by substituting the words “five hundred dollars” in place of “one thousand dollars.”

We also call upon all Locals affiliated with the International to assist and support this great educational institution of American workers.

Delegate Shane: Instead of the word “abrogate” in the resolution, it should be “repeal.”

Delegate Heller: The committee accepts the correction.

Upon being put to a vote, the recommendation was unanimously adopted.

Resolution No. 86.

Introduced by Louis Langer, Local No. 35, and Jacob Heller, Local No. 17.

WHEREAS, the Messenger Magazine, published by the Negroes and intelligent Negroes in New York, is the only Negro publication in America which supports the organized workers both on the industrial and the political fields, and

WHEREAS, the editors of the Messenger are well and favorably known to our entire movement, including most of our officers, and

WHEREAS, the Messenger has just been endorsed unanimously by the Central Trades and Labor Council of New York and given credentials to all its affiliated locals to raise funds for this worthy organ among the colored workers, and

WHEREAS, the editors, A. Philip Randolph and Chandler Owen have frequently and at all times when called upon, assisted our organization at mass meetings or during strikes, therefore be it

RESOLVED, that this Convention appropriate a sum of money to aid in the continued publication of this magazine for the dissemination of trade union education and ideas among the colored workers in general and the colored workers in our industry in particular.

Your committee recommends the adoption of this resolution and further recommends that the sum of two hundred dollars be donated to this publication.

Upon motion, recommendation was unanimously adopted.

Resolution No. 88.

Introduced by A. Rothenberg, Local No. 1.

WHEREAS, our official organ, “Die Gerechtigkeitt,” should be an organ for the discussion of all affairs of our organization, and

WHEREAS, “Die Gerechtigkeitt,” under the editorship of Comrade Yanofsky does not entertain any difference of opinion but his own, and

WHEREAS, it is very essential to the life of our International that all shades of opinion shall appear in “Die Gerechtigkeitt” on all questions affecting the policy and action of our International, be it therefore

RESOLVED, by the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, to open the columns of our official press to our members for the free discussion of all questions relating to our organization.

It is regrettable to note that the members of our International should make such unfounded accusations while it is known to all that the “Gerechtigkeitt” has always been under the direct supervision of the General Executive Board in accordance with our Constitution, to have the introducer come out and state that Comrade Yanofsky does not entertain any difference of opinion but his own. It is also a known fact that the columns of the “Gerechtigkeitt” are always open to our membership for the purpose of expressing their opinion and offering constructive criticism, yet the introducer insists that no expression of opinion was permitted the members of the International in our publications. It is a painful incident in our opinion to meet with an expression of the sort as contained in the first “where,” which reads: “Whereas, our official organ,” the ‘Gerechtigkeit,” should be an organ, for the discussion of all affairs of our organization.” The committee rejects such an unfounded expression and maintains that the “Gerechtigkeit” was always an organ for the discussion of all affairs pertaining to our organization by our members as long as they were made in a manner consistent with the ethics and policies of the Trade Union Movement. We feel there is no necessity of deciding “to open the pages of our official press to our members for the free discussion of all questions relating to our organization,” because the pages of our publications are open to our members and special space under the heading, “Trade and Organ-
zation Questions," is provided for that purpose. If the introducer of this resolution had an imaginary grievance of his own we don't think that he is justified in making the general insinuation contained in this resolution. We are rather surprised to find the introducer of this resolution patiently waiting and permitting the alleged wrong policy of the "Gerechtigkeit" to continue until the convention instead of filing complaint with the General Executive Board long before the convention if he really had any complaint to make.

We therefore recommend non-concurrence of his resolution.

Delegate Rothenberg denied that the columns of "Die Gerechtigkeit" were open to free expression of the membership. He claimed that only the official opinions were printed. He stated that he himself had written three or four letters, which were denied publication in "Die Gerechtigkeit." He maintained that before a decision is rendered, an opportunity should be given to the membership at large to express their opinions, and that not only the official side be printed. He stated in conclusion that certain members were punished for publishing their opinions in other papers, and that this would not have occurred if the columns of "Die Gerechtigkeit" were open for free criticism.

Brother Yanovsky was granted the privilege of the floor, amidst great applause.

Brother Yanovsky: This is not the first time I have been called a dictator, but the charge is not true. I believe in the freedom of the press, but there are some things that must be suppressed. Even I myself must suppress my ideas and opinions. "Die Gerechtigkeit" is not printed for academic discussions. There are great interests involved in our organization. Anything carelessly expressed or printed at the wrong time may hurt the interests of the organization. An editor is necessary because some members think of their own interests and not of the interests of the organization as a whole. The editor should have the strength to refuse not only those whom he doesn't know, but also those whom he does know. If you want a rubber stamp, then why take me? You can get a cheaper editor. It is because you want a man with an opinion of his own that you chose me and I believe you are fortunate in that respect. (Laughter and applause). I do not believe that in any important case I did not give the widest freedom of opinion to all those who wrote letters. I expect that everything appearing in the "Just-
_RESOLUTION,

the hours to lengthen our employment and in-
sure to ourselves a living, be it therefore

RESOLVED, that the 16th Biennial Conven-
tion held at Cleveland, May, 1922, not only go
on record, but insist that the Incoming Gener-
als Executive Board take the desired action in this
request, and be it further

RESOLVED, that this resolution be a posi-
tive fact when the International frames the
new agreement with the manufacturers.

Resolution No. 94.

Introduced by S. Lefkovits, F. Mag-
navit, S. Drazinsky, M. Goodman and
F. Rosenfarb of Local No. 3.

WHEREAS, it has been demonstrated that
production has not diminished under the 44-
hour week, but, on the contrary, has increased
as a result of the additional recreation afforded
the workers, and

WHEREAS, a larger number of our members
have, during the past slack seasons, been un-
employed and have suffered privation, and

WHEREAS, due to the many opportunities
afforded the workers for educating themselves
by our International and other labor organiza-
tions, and the ever increasing number of mem-
bers craving for enlightenment, therefore be it

RESOLVED, that the Sixteenth Biennial Con-
vention of the I. L. G. W. 1's, go on record as
favoring the only genuine 8-hour day, to wit:
5-day week of eight (8) hours each day, and
be it further

RESOLVED, that the incoming General Ex-
cutive Board form in the Convention to formulate
plans for the launching of a campaign towards
the establishment of the 40-
hour week.

Resolution No. 133.

Introduced by Delegation of Local No.
35.

WHEREAS, our industry is seasonal to a
marked degree, and its duration of employment
depends upon conditions that cannot be pre-
pred, and

WHEREAS, a system of modern machinery has
been installed in our industry and methods of
production have been devised by our employers
causin the reduction of man-power and great
unemployment among our members, even in the
height of the season, be it therefore

RESOLVED, that this Sixteenth Biennial Con-
vention of the International Ladies' Garment
Workers' Union instruct the Incoming General
Executive Board to begin agitation for a forty
(40) hour or five (5) day week in our industry.

Resolutions Nos. 26, 94, and 133 deal
with the question of shorter working hours. The introducers of these resolu-
tions request the establishment of a 40-
hour week, divided into five working days.
The very same request has been made at the 15th Biennial Convention of our In-
ternational held in Chicago, Ill., and the Convention adopted the following state-
ment:

"Your committee desires to state that
after going over this matter thoroughly,
they found that in spite of all the past
successful efforts of our union to decrease
the number of working hours in the
ladies' garment industry, still we find that
the question of unemployment remains an
unsolved problem. We have our seasons
and our slack periods; we have periods of
over-exertion and periods of complete idle-
ness. We, therefore, feel that the struggle
for shorter hours in our industry must
go on until the above mentioned evils
will be abolished.

"The ery that our country is suffering
from under-production is entirely un-
founded in our industry. We know that
the factories in New York and elsewhere
are overcrowded with finished products
and we further know that our members
are idle even at the present moment. It
is the worker whose energies are drained
in the process of wealth creation, and he
is entitled to a rest, to recreation, and
to a chance for education.

"Your committee, therefore, recom-
ends the unanimous adoption of the
principle of the 40-hour week and the 5-
day working week, and instructs the In-
coming General Executive Board to work
and agitate for the realization of this
principle, and to have the 40-hour week
introduced at the opportune moment.

"Right now, more than at any other
time, do we feel the urgent necessity of
carrying into life the principles adopted
at the last convention. In the two years
that just passed, between the last and the
present convention, unemployment has
been raging throughout our entire indus-
try. Our industry, not only suffers through
a general depression, but also is visited
by the curse known as 'seasonal unem-
ployment.' Our members are not only the
victims of cyclical unemployment, but
their fate also depends on seasonal de-
mand which is reflected in what is known
to our members as 'busy and slack.'

"While we do not claim that the In-
dustry owes us a living, we, however,
maintain with all power at our command
that the industry owes us an opportunity
to work and earn a livelihood throughout
the entire year, and if we find that the
industry as it is at present managed only
offers us a few months' employment dur-
ing the year, we hereby declare that re-
gardless of all obstacles and scientific
criticism that may be hurled against us,
we will fight for a decent living for our
families and ourselves. We will insist on
a shorter workday until such time when
the ladies' garment industry will
recognize our rights to work normally and
regularly throughout the year as human
beingsought to work.
"We, therefore, recommend to adopt these resolutions and to refer them to the incoming General Executive Board to take action at the opportune time."

Upon motion, the recommendation was unanimously adopted, amidst great applause.

Resolution No. 98.
Introduced by delegates of Local No. 60.

WHEREAS, the various locals of Greater New York have, time and again, made tremendous efforts to organize the non-union workers, involving an expense of tens of thousands of dollars, and

WHEREAS, the undertaking of such organization campaigns by each local separately has proved to be unsuccessful, and

WHEREAS, the 15th Biennial Convention in Chicago has decided that a District Council be organized in Greater New York and as yet this decision has not been carried out, be it therefore

RESOLVED, that this convention instruct the incoming General Executive Board to call a conference of representatives from all local unions of Greater New York and organize a District Council immediately after this convention, and be it further

RESOLVED, that this District Council is to conduct and have full charge of the organization work and such organization work is to affect every trade connected with the I. L. G. W. U.

Since this subject matter received the consideration of the 15th Biennial Convention, the committee merely re-affirms the old decision on this subject and recommends reference of the execution of this resolution to the incoming General Executive Board.

Upon motion, the recommendation was unanimously carried.

Resolution No. 99.
Introduced by delegation of Local No. 3 and Local No. 90.

WHEREAS, members of the Custom Dressmakers Union, Local No. 90, and the Ladies’ Tailors Union, Local No. 3, are working together in ladies’ tailoring establishments, and

WHEREAS, in certain establishments the ladies’ tailors are organized and have signed agreements with their employers, and the girls are unorganized, be it therefore

RESOLVED, that the Joint Board of the Cloak, Skirt and Reefer Makers Union of New York, acting in behalf of the ladies’ tailors, members of Local No. 3, shall be requested that, in the future, they shall not sign any agreements with the ladies’ tailors’ employers, who employ ladies’ tailors in the majority, unless these employers will also agree to subordinate the custom dressmaking department.

Your committee recommends the adoption of this resolution and requests the incoming General Executive Board to communicate with the Joint Board of the Cloak, Skirt and Reefer Makers’ Union of New York and requests that they do everything possible to carry out the intent of this resolution.

Upon motion, recommendation was unanimously carried.

Resolution No. 100.
Introduced by Jacob Halpern, N. Y.

Wait and Dress Joint Board, I. Feinberg, N. Y. Cloak Joint Board; Louis Langer, Local 35; Sol Metz, Local 4; H. Schoolman, Chicago Cloak Joint Board; Sol Seidman, Cincinnati Joint Board, and D. Dubinsky, Local No. 10.

WHEREAS, the international Ladies’ Garment Workers’ Union has always actively supported the Socialist party of the United States as the political arm of the labor movement, and

WHEREAS, the Socialist party has issued a call for the unity of the entire labor movement upon the political field, and is actively working toward the realization of a united party of the working class, and

WHEREAS, it is the duty of the international Ladies’ Garment Workers’ Union, its locals, joint boards and its members, actively to support the work of the Socialist party in this new move for working class political unity as they have supported it in its campaigns in the past, therefore be it

RESOLVED, that the international Ladies’ Garment Workers’ Union, in its Sixteenth Convention assembled, call upon its membership to support the local state and congressional campaign of the Socialist party wherever possible, and be it further

RESOLVED, that the International Ladies’ Garment Workers’ Union in convention assembled, appropriate a fixed sum for the work of the National Organization of the Socialist party.

Your committee recommends the following substitute resolution for Resolution No. 100:

WHEREAS, the International Ladies’ Garment Workers’ Union has always actively supported the Socialist party of the United States as the political arm of the labor movement, and

WHEREAS, the Socialist party has issued a call for the unity of the entire labor movement upon the political field, and is actively working toward the realization of a united party of the working class, we therefore

RESOLVED, that the I. L. G. W. U., in convention assembled, appropriate the sum of 500 Dollars for the work of the National organization of the Socialist party, and be it further

RESOLVED, that the International Ladies’ Garment Workers’ Union call upon its membership and all affiliated locals to support the local, state and national campaigns of the party whose aims are abolition of the capitalist system and whose leaders and whose candidates stand by our organization and the bona fide labor movement of this country.

We recommend the adoption of this resolution.
Delegate Farber: Resolutions endorsing political action should not be introduced at the convention. We are organized solely for trade activities. I may differ in my opinion with others when it comes to political action. The recommendation should be rejected on the ground that a trade union should act only on the industrial field and on no other field.

Delegate Bleiman: We have been told time and again to keep politics out of the union. No one, whether a communist, anarchist or socialist should be allowed to dictate the policies of the union.

Delegate Hochman: I have been a member of the Socialist party for many years, and yet I am opposed to this resolution, as it will give certain elements enough opportunity to attempt to capture the movement for their own political parties.

Delegate Schub: Capital is using both arms to fight labor; economically they are organized in manufacturers' associations and chambers of commerce and politically they are trying to crush organized labor. We should not fight with one hand against an enemy that uses both hands.

Delegate Berlin: We cannot separate the political life from the economic. It is not a question of the Socialist party capturing our International Union. We merely express our recognition of the political activities of the Socialist party. Upon putting to a vote, the recommendation of the committee was adopted, 126 voting for it, and 55 against.

Resolution No. 101.

Introduced by Louis Langer, Local No. 35; Stankowich, Local 17, and M. Caro-Hasky, Local 35.

WHEREAS, there are at present assembled in conference, in Genoa, Italy, representatives of the majority of countries and the world, and WHEREAS, the purpose of this conference is to stabilize the economic conditions in the European countries and the world over, and WHEREAS, the delegates of Soviet Russia have at that conference presented a demand that the allied nations reimburse the losses suffered by the tens of thousands of Jews, victims of the czarist regime in the Ukraine and White Russia, instigated and committed by hands in the civil strife; aided and abetted by the governments of these allied nations, be it therefore RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U., a labor organization consisting of tens of thousands of citizens of the United States, heartily support this demand of the representatives of Soviet Russia in Genoa.

Your committee recommends the adoption of this resolution.

Upon motion the recommendation was unanimously adopted, amidst great applause.

Resolution No. 102.

Introduced by J. Breslaw, Local 35; Louis Langer, Local 35; I. Pelberg, N. Y. Cloak Joint Board; L. Pinkofsky, Local 23; Sol Metz, Local 1 and Philip Levine, Local 35.

WHEREAS, the present trial for treason of hundreds of miners in the coal fields of West Virginia has disclosed a state of utter destitution prevailing among the families of these embattled workers for labor's freedom, and WHEREAS, these thousands of miners, have, for over a year, been forced by the brutal mine owners of West Virginia to camp in tents, being dispossessed from the “company homes” and to subsist on the aid and support offered to them by their own fellow workers from the miners' union and from other organizations, and WHEREAS, our International has, upon more than one occasion, expressed its full sympathy, moral and material, with these insolent and unscrupulous fighters for the right to organize and for freedom of speech and assembly, be it therefore RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. open a fund for the children of the fighting miners of West Virginia offering them broadenedly and in a true brotherly spirit aid and assistance which we can give them and which it is our sacred duty to give.

The committee unanimously recommends the adoption of this resolution.

Upon motion, recommendation was unanimously adopted.

Resolution No. 103.

Introduced by J. Breslaw, Local 35; Louis Langer, Local 35; I. Pelberg, N. Y. Cloak Joint Board; L. Pinkofsky, Local 23; Sol Metz, Local 1 and Philip Levine, Local 35.

WHEREAS, the Labor Publication Society, an organization composed of men and women of the labor movement, fully capable and qualified to speak its needs, hopes and aspirations, has launched the publication of a monthly magazine called the “Labor Age,” and WHEREAS, this magazine, now seven months old, has proved to be a very valuable contribution to the labor literature of America, serving as a true mirror of the various tendencies within the movement and presenting an impartial view of all the stirring problems that concern labor in America and all over the world, and WHEREAS, in these days of heated partisanship and intolerance of opinion, even within the labor movement, such a medium of impartial and genuinely solid information is even more valuable and desirable, be it therefore RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. endorse the “Labor Age” magazine and pledge it its moral and material support, hoping that it may serve as a clearing house for disseminating all ideas, thoughts and general information of, for, and by the labor movement.
The committee recommends the adoption of this resolution.

Upon motion recommendation unanimously adopted.

Resolution No. 8.

Introduced by M. Goldowsky and delegation of Local No. 3.

WHEREAS, the designers in the cloak, suit, skirt and reefermakers' industry are working under deplorable conditions, and are mistreated and exploited and discharged without substantial reasons at the will of their employers, notwithstanding the fact that they are considered essential factors in the industry, and

WHEREAS, great unemployment exists among the designers for these reasons all the year round, and

WHEREAS, the designers have been organized through the help and co-operation of the Joint Board of the New York Chaukmakers' Unions and are known as The United Designers of Ladles' Wear, Local No. 45, and have been granted a charter by our International Ladies' Garment Workers' Union, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled in Cleveland, Ohio, May 1, 1922, instruct the incoming General Executive Board and the Joint Boards of the Ladies' Garment Industries of New York and vicinity, that when they negotiate agreements with their employers, whether individually or collectively, a clause be inserted in these agreements binding the manufacturers to employ designers in their respective factories, and that these designers shall be members of the United Designers of Ladies' Wear, Local No. 45; and shall receive the same protection as any other members of whatever other locals included in such agreement or agreements.

Your committee appreciates the justice contained in the request of the United Designers of Ladies' Wear, Local No. 45, as embodied in this resolution. As a local union affiliated with our International they are entitled to all the protection which our organization may offer them. Your committee therefore recommends that the incoming General Executive Board is hereby requested that in all future agreements it will sign with the manufacturers a clause shall be inserted to fully safeguard the interests of Local No. 45.

Upon motion the recommendation was unanimously adopted.

Resolution No. 114.

Introduced by A. Goldin, Local 17; A. Belson, Local 17; M. Carolinsky, Local 35, and J. Stankevitch, Local 17.

WHEREAS, the Young People's Socialist League has undertaken the task of educating the youth of the country in the principles of Socialism and of the necessity of working class solidarity, and

WHEREAS, without such solidarity on the part of the youth now growing up much of the work that our union has done will have to be done over again in another generation, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union, in convention assembled, recommends to its locals and joint boards that they co-operate with the Young People's Socialist League in their campaign to enlist membership, and be it further

RESOLVED, that the International Ladies' Garment Workers' Union appropriate a fixed sum for the Young People's Socialist League.

The committee recommends the adoption of this resolution and further recommends the sum of one hundred dollars be donated to the Young People's Socialist League.

Delegate Goldofsky: I amend it to read $200.

Delegate Schub urged that the amendment be supported.

Delegate Heller stated that in view of the financial condition of the International $100 was sufficient.

Upon being put to a vote, the amendment was lost and the recommendation of the committee adopted.

Resolution No. 30.

Introduced by delegation of Local No. 82.

WHEREAS, in former years, the dues stamps were pasted on the members' constitution books, which were changed every two years. After the Convention, thus enabling the I. L. G. W. U. to embody the new amendments made at each Convention in the new issues of the constitution, and enabling the members at the same time, to know all the latest changes in the constitution made at the last Convention, thereby being able at any time to find out their rights and privileges as members, and

WHEREAS, since 1918, when separate due cards were made, the members no longer received a new constitution book after the Convention, although at each Convention of the last four years, new amendments were made, and at the Convention of 1918 the entire constitution was revised, and

WHEREAS, the great majority of our membership is no longer familiar with the by-laws of our constitution, and has no knowledge of most of the unions' rules, and of their rights and privileges as members, and

WHEREAS, such a condition may be injurious to the welfare of our I. L. G. W. U. and of our locals, be it therefore

RESOLVED, that the incoming General Executive Board, at its first meeting after the Convention, shall take this matter up and work out a plan to enable our members to be familiar with the most important articles of the constitution, such as Membership, Locals, Joint Boards, Trials and Appeals, etc., or if it is possible finding a way of binding the new constitution with the dues book once in two years.

Your committee recommends adoption of this resolution and further recommends that immediately after the printing of such Constitution the Secretary-Treasurer shall mail
a copy to each member of the International Ladies' Garment Workers' Union at their home address in accordance with the record of our Record Department.

Delegate Bleiman: I amend this report that the Constitution be printed in all our weekly papers, after this convention is over.

There was no second to this amendment, and upon motion the report of the committee was unanimously adopted.

Resolution No. 115.

Introduced by L. Pinkofsky, Local 33; Louis Langer, Local 35; Philip Levine, Local 35; I. Perlmuter, Local 10; Isidor Nagel, Local 10; H. Bornstein, Local 35; A. Belson, Local 17, and A. Goldin, Local 17.

WHEREAS, the New York Call is the only newspaper in the English language published in the East solely in the interest of the working classes and the trade union movement, and

WHEREAS, in all the battles waged by the International Ladies' Garment Workers' Union and its branches, the New York Call has loyally and enthusiastically supported the side of the workers, and

WHEREAS, the persecution of the New York Call and its loss of mailing rights for nearly four years, were caused solely by the loyalty of the New York Call to the interests of the workers, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union in Sixteenth Convention assembled, call upon all its members to support The Call, to purchase and read it, and to constitute themselves a circulation committee to increase its circulation and influence; that the local unions and joint boards affiliated with the International affiliate with the New York Call Labor Conference, and be it further

RESOLVED, that the International Ladies' Garment Workers' Union in convention assembled, appropriate a fixed sum out of its treasury for the New York Call.

Your committee recommends the adoption of this resolution and further recommends to donate the sum of $2,000 to the New York Call to the interests of the workers of our country.

Delegate Zirlin stated that $2,000 was too much on account of the financial condition of the International.

Upon being put to a vote, the recommendation of the committee was adopted, 99 voting for and 51 against.

Resolution No. 85.

Introduced by Local No. 3.

WHEREAS, for the last four years there exist in Russia a Soviet government, and

WHEREAS, many capitalistic nations have already recognized or are about to recognize the Russian government, and

WHEREAS, Russia is now represented at the Genoa Conference, which, in itself, is a recognition, and

WHEREAS, if Russia will be recognized, trade relations will commence, and as Russia is in need of all sorts of implements and other necessary articles which cannot at present be produced in Russia, they may place these orders in America and thus alleviate the unemployment existing at present, which will bring prosperity to the land, be it therefore

RESOLVED, that this Sixteenth Biennial Convention, assembled in Cleveland, Ohio, calls upon the President of the United States, the Senate and Congress to recognize the existing Russian government, and be it also

RESOLVED, that copies of this resolution be sent to the President of the United States, to the Senate and to Congress.

Resolution No. 101.

Introduced by delegations of the Joint Board of the Cloakmakers' Unions, New York.

Convinced that the re-admission of Soviet Russia to the family of nations will help to restore the disturbed industrial equilibrium of the world and to bring to the Russian people more normal economic and political conditions.

"The International Ladies' Garment Workers' Union, in Biennial Convention assembled, urges the immediate resumption of diplomatic and trade relations with the government of Soviet Russia.

Resolution No. 87.

Introduced by delegation of Local No. 9.

WHEREAS, the present Government of Russia has proven during the course of its existence to be faithful and loyal to the Russian people and has done everything in its power to abolish all the forms of tyranny and exploitation that existed under the Czar, and

WHEREAS, the capitalistic governments of Europe are beginning to realize that it is a reliable and responsible government, with which they have entered into trade alliances, therefore be it

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union demands that the American Government shall immediately recognize the Russian Government and enter into trade relations with that country, and be it further

RESOLVED, that copies of this resolution be sent to the President and Secretary of the State Department, and also to the American Federation of Labor.

Resolution No. 77.

Introduced by delegations of Local No. 1 and Local No. 25.

WHEREAS, millions of American workers are at present suffering from the plague of unemployment that has settled in this country, and

WHEREAS, the employers of America are taking advantage of this condition and are conducting a campaign to destroy the labor unions, lengthen hours, and lower wages, thus threatening the accomplishment of a half century of struggle and sacrifice, and

...
WHEREAS, by trading with Russia American industry can be brought back to more normal conditions and the menace to organized labor averted, and

WHEREAS, the Government of the United States in refusing to trade with Russia, is helping to kill millions of Russian workers and peasants, their women and babies, and is also withholding regular work from millions of American workers now tramping the streets in search of jobs, and

WHEREAS, the principal manufacturing nations of Europe, including Great Britain, Germany, Italy, Norway and Sweden have concluded trade agreements with Russia and are thus helping to solve their own unemployment problems beside aiding the millions of famine victims, be it further

RESOLVED, that this 16th Biennial Convention of the I. L. G. W. U. goes on record demanding that the United States take immediate steps to recognize Soviet Russia and negotiate a trade agreement with that nation, and be it further

RESOLVED, that the delegates of the I. L. G. U. to the A. F. of L. Convention, in June, 1922, be instructed to present a resolution to this effect, and be it further

RESOLVED, that a copy of this resolution be forwarded to the President, to the State Department, to the National Labor Alliance for Trade Relations with Russia, and be it further

RESOLVED, that this resolution be presented by our delegates to the Central Labor Unions in all cities where our locals are affiliated and that all our delegates vote favorably for such a resolution wherever presented.

Resolution No. 39.

Introduced by delegation of Local No. 85.

WHEREAS, the conditions of unemployment which prevail in every industry throughout the country are causing great suffering to American working men and women, and

WHEREAS, these conditions are being used by employers to take from organized labor the hard won gains of many years and to reduce wages and lengths hours, and

WHEREAS, there exists in Russia at the present time a state of famine in which many millions of men, women, and children are suffering, not only from lack of food but from the scarcity of all necessary manufactured articles, and

WHEREAS, the existence at one time of a great body of unemployed workers in America and a great need for manufactured goods in Russia is plainly due to artificial economic barriers which impede the natural flow of commerce and prevent the American worker from finding employment in the production of food-stuffs, clothing, tools, machinery and all the other commodities needed by the Russian people, and

WHEREAS, the principal manufacturing nations of Europe, including Great Britain, Germany, Italy, Norway and Sweden have concluded trade agreements with the Soviet government of Russia for the purpose of promoting commerce with Russia and giving employment to the workers of these countries, and

WHEREAS, the Government of the United States has failed to recognize the Government of Russia and by neglecting to conclude a trade agreement with that government, is prolonging the state of famine and suffering in Russia and is directly withholding useful and profitable employment from American workers, therefore be it

RESOLVED, that we demand that the Government of the United States recognize the present Government of Russia, and that the State Department take immediate steps to negotiate a trade agreement with the Russian Government which will restore the facilities for communication and commerce between the United States and Russia and enable the American worker to secure employment in the manufacture of the commodities needed by the Russian people, and be it further

RESOLVED, that a copy of this resolution be forwarded to the State Department, to the Congressmen in the district, to the delegates of our International at the American Federation of Labor Convention, and one copy to the office of the National Labor Alliance for Trade Relations with and Recognition of Russia for filing, and be it further

RESOLVED, that our delegate to the Central Body of this city or to any labor council of the American Federation of Labor be instructed to raise discussion on this resolution and to vote favorably when it comes up for decision.

Resolved that the resolutions above enumerated:

WHEREAS, the Russian Soviet Government has concluded peace and trade treaties with a number of European countries and is ratifying such treaties with numerous other countries, and

WHEREAS, the United States Government still maintains its position not to recognize the Russian Soviet Government, and

WHEREAS, such policy pursued by the United States Government may be injurious to the economic conditions of this country, and is contrary to the principles of a democratic government, and

WHEREAS, the re-admission of Soviet Russia to the family of nations will help to restore the disturbed industrial equilibrium of the world and to bring to the Russian people more normal and economic conditions, be it therefore

RESOLVED, that the International Ladies' Garment Workers' Union, Biennial Convention assembled, urges the immediate resumption of diplomatic and trade relations with the Government of Soviet Russia.

Delegates Miss Goodman: Does that mean that our delegates to the A. F. of L. Convention are not instructed to bring this before the body?

Delegate Heller: Our delegates are supposed to carry out all the decisions and policies of the International and we have full confidence in their ability to represent the opinion expressed at the A. F. of L. Convention.

Upon being put to a vote, the recommendation of the committee was unanimously carried.

Delegate Heller: This concludes part of our report. We will report again in the near future.
Delegate Schane: In the report on Resolution No. 88 I find that the introducer of the resolution was strongly censured. I wish to be recorded as opposing that censure.

Delegate Heller: Everything that was read here was prepared by the Chairman and the Secretary of the committee, who were authorized to give out the expression of the committee. This resolution was rejected and it was the privilege of the committee to give the reasons why it was rejected. It was no censure, but merely a statement of the reasons why this resolution was rejected.

Delegate Rothenberg: I protest against Brother Heller not consulting the committee as to whether I should be censured or not. I don't want it to appear in the minutes that I have been censured, as otherwise a delegate having different views might be afraid to express them for fear of being censured.

President Schlesinger: The chairman of the committee said that it was not the intention to censure the delegate. I take the liberty to state that there was no censure of the delegate and that the committee merely tried to present its side of the question. Delegate Rothenberg is in no way censured.

Delegate Antonini: Rule No. 19 states that absentees are to be recorded.

President Schlesinger: You are right. Hereafter they will be recorded.

Vice-President Schoolman, chairman of the Committee on Benefits, Sanatorium and European Relief, next presented his report.

Report of Committee on Benefits, Sanatorium and European Relief.

Mr. President and Delegates:

Your Committee on Benefits, Sanatorium and European Relief has, after several meetings and through discussion of the problems presented to it, decided unanimously to present to you the following report containing the recommendations set forth below. We hope that they will receive your cordial consideration and approval.

Our last Convention in Chicago, as well as the preceding Convention in Boston, has adopted resolutions, taxing the membership of our International, one dollar per year, for the purpose of raising a fund for the building of a Tuberculosis Sanatorium for afflicted members of our Union and for the maintaining of this Sanatorium after it is built. The idea of this plan was, to give those unfortunate men and women, belonging to our International who become infected with this dreadful disease, a better opportunity to be cured in their own home, rather than to go to seek relief in outside charitable institutions.

However, the critical industrial situation of the last few years, seriously interfered with the carrying out of this plan. Many Locals, particularly such that consist largely of women, have failed or refused to pay this tax. The Chicago convention appointed a special committee for the purpose of arousing the interest of the membership in this undertaking, in the hope that such a special committee would be able to bring home to our members, the urgent necessity of such an institution. But even this did not produce the desired results. The Locals that failed to respond to this proposition in the past, remained just as indifferent as before.

Several circulars have been addressed to the Locals, by the Sanatorium Committee, and by the General Secretary of the International, calling their attention to the fact, that they must pay up this assessment for their members. These letters brought no results, and it became evident to the members of the Sanatorium Committee that the project was doomed to failure. Under these circumstances, it was quite logical for the General Executive Board to decide to give up the plan for the building of a Sanatorium for consumptive members and to return to such Locals that have forwarded to the General Office this tax regularly, with the proviso that all money paid out by the International to members of these Locals in the form of benefits may be retained by the General Office to reimburse it for this expenditure.

Your committee recommends, therefore, that the Convention approve of the action of the General Executive Board in this matter.

Upon motion, recommendation was unanimously carried.

Your committee also recommends that this Sixteenth Convention instruct the incoming General Executive Board to take the initiative in the near future to call together representatives of all such Locals that would combine voluntarily for the purpose of establishing a Sanatorium or a fund to help their tubercular members in any way or manner they may see fit.

Upon motion, recommendation was unanimously carried.

Your committee has received several resolutions to which it gave due consideration and which it wishes to present for your approval.
Joint Board Locals.

and detrimental to the members of locals, one local into another cannot obtain any sick benefit before being a member of the new local for six months, and

WHEREAS, this condition of affairs is unjust and detrimental to the members of locals which have paid sick benefit dues for years, be it therefore

RESOLVED, that the International Ladies’ Garment Workers’ Union hereafter combine all the sick benefit funds of the various locals under its jurisdiction and management and that such benefit be paid from the General Office directly.

Your committee recommends the rejection of this resolution. It would be useless to recommend the adoption of any compulsory tax or benefit system in view of the experience we have had with the tuberculosis assessment.

Delegate Chasanow I amend the resolution that the incoming General Executive Board should make a study of the question of establishing a Sick Benefit Fund all over the United States and Canada, conducted by the International. There was no second to this amendment and upon being put to a vote the recommendation was unanimously carried.

Your committee has received for its consideration resolution No. 20.

Resolution No. 20.

Introduced by the delegation of the Chicago Joint Board Locals.

WHEREAS, the International decided to give up the Sanatorium Fund due to the fact that a number of locals have refused to remit their per capita to this Fund, be it therefore

RESOLVED, that this 16th Convention of our International re-establish the Tuberculosis Sanatorium Fund, making it compulsory upon all locals to contribute towards this Fund, or by getting together such locals that are willing to materialize this plan for the benefit of their membership and carry it through with their help.

We recommend the adoption of the second part of the “resolved,” namely, that all such locals that are willing to materialize the tuberculosis Sanatorium plan for the benefit of their members get together and carry it out under the supervision of the General Office. This is a part of our recommendation as read to you, in the earlier part of this report.

Upon motion, recommendation was unanimously carried.

We have also received Resolution No. 66.

Resolution No. 66.

Introduced by delegation of Local No. 10.

WHEREAS, at the last Convention in Chicago of the I. L. G. W. U. a resolution had been adopted to the effect, that all locals belonging to the I. L. G. W. U. stand instructed to pay the Sanatorium Assessment to the International for the purpose of building a tuberculosis sanatorium for our members, and

WHEREAS, as the last Financial Report of the International shows the majority of the locals have not complied with this decision, be it therefore

RESOLVED, that the 16th Biennial Convention of our International goes on record as favoring the repeal of the Sanatorium Assessment, and be it further

RESOLVED, that the expense incurred by the General Office towards the establishment of the sanatorium be levied proportionately upon all locals and that all such locals which have paid in excess of their proportion shall be reimbursed to that extent.

Your committee recommends the adoption of this resolution modifying, however, the last part of it to read, that only such money be deducted from the amounts paid in by the Locals as was used by the General Office in the form of benefits to the members of these Locals.

Upon motion, recommendation was unanimously carried.

We have also received Resolution No. 136.

Resolution No. 136.

Introduced by delegation of Local No. 35.

WHEREAS, the past two conventions of the International Ladies’ Garment Workers’ Union held in Boston and Chicago have gone on record with resolutions to the effect that the International Ladies’ Garment Workers’ Union build its own Sanatorium for the sick members, men and women engaged in our industry, and

WHEREAS, due to various reasons and conditions it has been found impossible for the International as yet to carry that decision into effect, and

WHEREAS, a number of locals in New York find that such an institution is an absolute necessity for their members, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies’ Garment Workers’ Union give up the building of the Sanatorium and gives the locals the right and power to build such a Sanatorium for their members.

Your committee recommends the adoption of this resolution. It is part of our recommendation as stated above and fully meets with our approval.

Your committee also received Resolution No. 62.

Resolution No. 62.

Introduced by Montreal Joint Board.

WHEREAS, many locals of the International have contributed to the Sanatorium fund, their
We recommend its adoption, as it falls in squarely with our previous recommendations.

Upon motion, recommendation was unanimously carried.

The report of the General Executive Board contains the following paragraphs touching upon relief for the war sufferers by our International during the last two years:

Our last Convention, acting on the subject of relief for the war sufferers of Europe, has decided, among other things, to empower the General Executive Board to carry out two war sufferers relief days between May, 1920, and May, 1922, on which days our members would work and contribute their entire earnings for relief purposes. We are constrained to report with great regret that only a small part of this decision was carried out. Owing to the huge unemployment during the last two years and to the many general strikes and lockouts that we had to fight against our employers and also owing to the large contributions which we had given to the Amalgamated and the Furriers' Union, it was impossible to carry out this decision in its entirety. Instead of the two days decided upon by the Convention, we only carried out four hours for the famine sufferers of Russia. And even in these cases, our membership, with the exception of the New York Cloakmakers, was not as responsive as we could have expected.

Of the money collected for Russia we forwarded a transport of foodstuffs costing $26,215.27 through the American Friends Society (the Quakers) to Russia. This organization was selected as our distributing agency at a conference of representatives of all our New York Locals. Another transport is also being arranged.

Several months ago, the Joint Distribution Committee, representing all the Jewish relief societies of New York, conducted a drive for $14,000,000 throughout the country and our General Executive Board has obligated itself to carry out a half-day's work relief campaign among our members sometime in 1922. Your committee is fully in accord with the action of the General Executive Board and approves of its past work in this direction. Your committee also recommends that this Convention make good the obligations undertaken by the General Executive Board in connection with further relief work and carry it out at the first best opportunity. We have in mind specifically the obligation of a half a day's work for the relief campaign among our members sometime in 1922.

Upon motion, recommendation unanimously carried.

In summing up, we wish to say that while it was not our privilege to come to this Convention with a report stating that the Sanatorium was completed and that the tubercular members of our Union will hereafter be taken care of in our own institution or that a big tuberculosis fund has been raised, we come, nevertheless, with a feeling of satisfaction that whatever was possible to materialize was done by the Sanatorium Committee as well as by the General Office of the International. If it did not succeed as we wanted it to succeed it was because the membership itself did not want it.

We are, however, confident that this is not the last word or the last attempt in this direction. We feel that sooner or later a more successful attempt in the field of building a Sanatorium for our members will be made by a group of individual Locals who see and know the need for such an institution and that once launched, this project will draw to itself all the other Locals of our International on a voluntary basis.

This concludes the report of your committee.

Fraternally submitted,

H. Schoolman, Chairman.
M. Goldowsky, Secretary.
Lewia Levy.
F. Rosenfarb.
B. Sacha.
H. Chancer.
M. Frank.
Bernard Shub.
Lena Goodman.
A. Katofsky.
A. Katofsky.
Beckie Levy.
Alex Brick.
Morris Greifer.
A. Crivello.

Delegate Schoolman: I move that the report of the committee as a whole be adopted.
This motion was seconded and unanimously carried.

The chairmen of the various committees announced the time and meeting place of their respective committees.

Whereupon at 4:30 P. M., upon motion duly made and seconded, the session adjourned in order to give the committees an opportunity to meet, until the following morning at 9:30 A. M.

Tenth Day—Thursday Morning Session
May 11, 1922—9:30 A. M.

President Schlesinger opened the fourteenth session at 9:30 A. M.

The following delegates were absent:

Secretary Baroff read the following telegrams, which were greeted with hearty applause:
Chicago, Ill., May 14, 1922.
The Convention, International Ladies' Garment Workers' Union, Engineers' Auditorium, Cleveland, O.;
The Amalgamated Clothing Workers of America, assembled at the Fifth Biennial Convention, and joyfully reviewing the work of the past two years, send greetings to you, fellow workers. Our interests as workers and yours are identical and call for working class solidarity. That is true of the entire working class. But in the case of the Needle Trades there are special conditions dictating the formation of a close union of all the workers. Such a union will constitute a power which will insure to all workers concerned protection against any attack by the enemies. It is our sincere hope that that great and all-inclusive unity will ultimately be materialized.
Joseph Schlossberg, General Secy.-Treas.

New York City, May 10, 1922.
International Garment Workers' Convention, Statler Hotel, Cleveland, O.;
Heartfelt greetings to your convention. May your deliberations strengthen the duration of your great organization in its struggle for the emancipation of the working class.
Jewish Socialist Labor Party Plebiscite.
I. Hamlin, Secy.

New York City, May 10, 1922.
To Delegates of the 14th Biennial Convention of the International Ladies' Garment Workers' Union, Engineers' Auditorium, Cleveland, O.;
Greetings. The Joint Board of the Millinery Union conveys its heartfelt congratulations to your convention and wishes that all your deliberations be crowned with success. It further expresses its hope and belief that your convention will realize the great need of a Needle Trades Alliance and will do its utmost to carry it into realization in the spirit as submitted to you in the memorandum by our General Executive Board. Fraternally yours,
Pittsburgh, Pa., May 11, 1922.
International Ladies' Garment Workers' Convention, Engineers' Auditorium, Cleveland, O.;
Greetings to your convention. One Front. Amalgamation, Victory.
Local Pittsburgh Workers' Party of America.

President Schlesinger called upon Vice-President Perlstein to read the report of the Committee on Organization.

Report of the Committee on Organization
Mr. President and Delegates:
Your Committee on Organization had several meetings and the resolutions presented by the delegations of the different Locals were discussed and acted upon.

Your committee also discussed the general problem of organization of organization of workers in the ladies' garment industry in large industrial centers, as well as the organization of the unorganized workers in the small communities—the so-called out-of-town shops.

We feel that the task of organizing those who are still out of the ranks of our International is not a very easy one. We feel that the idea of unionism, the ideals and aspirations of our International are, to our regret, still strange to the thousands and thousands of the unorganized ladies' garment workers.

We also feel that the task of organizing those workers under the present depressing conditions is a very difficult one, but we also realize that extraordinary means must be adopted and every ounce of energy must be invested to bring those unorganized workers into the ranks of our International.

Our employers are making good use of this great mass of unorganized labor to break down the standards we have established, after so many years of struggle, suffering and sacrifice, and your committee has therefore carefully considered the problem presented to it and has worked out its plans, which we are herewith submitting to you for your approval.
We have received a number of resolutions which deal with organization of workers in larger industrial centers.

Resolution No. 56
Introduced by Local No. 4, Baltimore.

WHEREAS the Clearmakers' Union Local No. 101, of Baltimore, is the oldest in the International Ladies' Garment Workers' Union, has encountered numerous difficulties in the work in which it is engaged, particularly in the fact that there has recently become apparent a marked decrease in the membership, due to the manufacture of skirts in unorganized white goods shops at prices about half of what they would be if they were organized, and due to the fact that a great number of our members employed in shops that are making the same kind of work as Local 17 of New York, and due to the fact also that a great number of shops are moving out of the city into small villages in the State of Maryland and states immediately adjoining Maryland, where the work is done by negro women and country girls at wages far below the union standard, and

WHEREAS, Local 110, Cutters' Union, is still in the early stages of its organization, having been compelled to spend months satisfying and explaining the benefits of organization and the value thereof to the workers and would even now be helpless without aid in perfecting its organization, although it is doing excellent organization considering the fact that it is still a young local, and

WHEREAS, the decision of the last General Executive Board was that a staff of organizers be sent to the city of Baltimore to organize shops that are making middy blouses, skirts, and the country shops, be it therefore

RESOLVED, that the sixteenth Convention instruct the incoming General Executive Board to take up again this work of organizing the masses of women workers in the miscellaneous trades in Baltimore, revise Local No. 72 and make it strong in its efforts until every ladies' garment worker in Baltimore is a member of our union.

Resolution No. 65
Introduced by delegation of Local No. 4, Baltimore, Md.

WHEREAS, there are more than 10,000 unorganized workers employed in the city of Baltimore in waist, dress, white goods, negligee and middy blouse shops, and

WHEREAS, the organizing campaign, started by the International, which resulted in the formation of Local No. 72, was discontinued owing to a number of reasons, be it therefore

RESOLVED, that this Convention instruct the incoming General Executive Board to take up again this work of organizing the masses of women workers in the miscellaneous trades in Baltimore, revise Local No. 72 and make it strong in its efforts until every ladies' garment worker in Baltimore is a member of our union.

Resolution No. 152
Introduced by delegation of Local No. 17.

WHEREAS, the reeler industry is a trade that does not require any specialty in its production, and

WHEREAS, lately it has come to our attention that a great deal of our work is being done in the City of Baltimore, Md., by non-union people due to the fact that the locality in and around Baltimore is not completely organized, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union, assembled at Cleveland, May 1, 1922, request the incoming General Executive Board to pay special attention to the organization of the workers in our industry in the City of Baltimore, and that it do all in its power to organize that city.

President Schlesinger: Some delegates may be under the impression that nothing was done in Baltimore until now. That is not the case. We have carried on various campaigns in Baltimore for the last seven or eight years. We once had a large staff of organizers down there and in a short time we spent thousands of dollars to organize these workers, with no results. A short time later we started a new campaign, with no success. We started again on a smaller scale, which did not materialize. Conditions in Baltimore are different from those in Philadelphia. A large number of the workers in the middy-blouse and white goods factories are colored girls, and it is quite a job to organize them. We even employed colored priests and had meetings in churches to organize these girls, but without success. That does not mean that we should not continue the work. I make this statement merely so that you may know what we have tried to do in Baltimore. Furthermore, about 150,000 leaflets were distributed in Baltimore, in which the workers
were urged to join the Union. We had an able organizer there, an American girl, who wrote several leaflets. I myself wrote about a dozen leaflets. But no results were accomplished. But again, I say, that does not mean that we should stop our organization work there, but we must remember that work was done and that the work was not productive of results.

Upon being put to a vote, the recommendation was unanimously carried.

Resolution No. 6

Introduced by delegations of the Boston and Worcester Locals.

WHEREAS, there are a number of shops in the City of Worcester engaged in the manufacture of ladies' garments, employing a large number of men and women who are still outside of the ranks of our Union, and

WHEREAS, these workers are working under conditions and receiving wages inferior to those prevailing in union shops which fact obviously endangers conditions existing in union shops and threatens to overthrow them, and

WHEREAS, in view of present conditions there is great dissatisfaction among the non-union workers who are now ripe for organization, be it therefore

RESOLVED, that this 16th Biennial Convention, assembled in Cleveland, instruct the incoming General Executive Board to start an immediate campaign in order to organize all ladies' garment workers in the city of Worcester, Mass.

We recommend the adoption of this resolution.

Upon motion, recommendation was unanimously carried.

Resolution No. 15

Introduced by delegations of the Chicago Joint Board Locals.

WHEREAS, there are thousands of unorganized workers in the ladies' garment trades in the middle west and western states engaged in the making of cloaks, suits, waists, dresses, raincoats and embroidery, and

WHEREAS, the conditions prevailing in the unorganized shops are far below the standards of the union shops, and

WHEREAS, the Joint Board of Chicago cannot, by itself, take care of the rapid growth of the non-union shops, which is undermining our organization, and

WHEREAS, experience has taught us that an organization campaign conducted by our International would give prestige to a movement, especially when directed from an office established in the middle-west, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to immediately after this Convention, locate an permanent branch office of the International in the City of Chicago for the purpose of organizing the above referred to trades in the middle-west and western states.

The action on this resolution is provided for in the general plan to be submitted by this committee.

Resolution No. 18

Introduced by the delegation of the Philadelphia Joint Board Locals.

WHEREAS, there are thousands of unorganized ladies' garment workers all over the United States and Canada, and

WHEREAS, there is a tendency on the part of the employers in all the organized centers to move their shops to smaller towns where they can obtain cheap labor and work longer hours as is the case in the waist industry in the city of New York, and also in the cloak trade in a number of cities, a tendency and a menace that is growing bigger and bigger every year, and

WHEREAS, at present there is no permanent agency or department within the International to combat or to check this evil in our industry, be it therefore

RESOLVED, that this Convention decide to establish an organization department within our International and also a permanent Organization Committee, consisting of three members of the General Executive Board—two to be residents of New York City and one from outside, in order to carry on a systematic and thoroughgoing campaign among the unorganized workers in our industry.

The action on this resolution is provided for in the general plan to be submitted by this committee.

Resolution No. 28

Introduced by the delegation of the Cincinnati Joint Board Locals.

WHEREAS, the Joint Board of the Cloakmakers' Union of Cincinnati has lost several hundred of its members after the biggest cloak factory in that city has gone out of business as a result of a strike to maintain the week-work system, and

WHEREAS, since then small shops have been started by managers, designers and foremen formerly employed by that concern, which are conducted as non-union shops, and

WHEREAS, such a condition undermines the union standards and working conditions in the union shops controlled by the Joint Board of Cincinnati, and

WHEREAS, the Joint Board of Cincinnati is not in a position to finance and carry on the work of organizing these non-union shops, and

WHEREAS, there are also in Cincinnati about eighty hundred workers employed in the manufacture of skirts, dresses and white goods and these workers are unorganized and work under non-union conditions, be it therefore

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. instruct the incoming General Executive Board to carry on an organization campaign among these non-union workers in order to enroll them into the ranks of our International and to give the Cincinnati Joint Board every possible financial assistance to carry out this task.

We recommend the adoption of this resolution.

Upon motion, recommendation was unanimously carried.
Resolution No. 46
Introduced by delegation of Local No. 8, San Francisco.

WHEREAS, there are thousands of unorganized workers in the ladies' garment industry in the city of San Francisco engaged in the making of waists, dresses, children's dresses, who are freely exploited by the employees, and

WHEREAS, our International has made, during the last years of its activity, wonderful progress in organizing the workers in the ladies' garment industry in the East as well as in the West and by doing so has brought more light and sunshine into the homes of its workers and into their lives, and

WHEREAS, the men and women engaged in the ladies' garment industry in San Francisco are working long hours under lamentable working conditions, be it therefore

RESOLVED, that the incoming General Executive Board and the officers of our International Union stand instructed to take up an organization campaign in the city of San Francisco at the earliest possible opportunity.

We recommend the adoption of this resolution.

Upon motion, recommendation was unanimously adopted.

Resolution No. 55
Introduced by Local No. 52.

WHEREAS, the ladies' garment industry of Los Angeles has in recent years grown to such proportions that it now numbers over 10,000 workers, and

WHEREAS, Los Angeles is the most important ladies' garment center outside of Chicago in the West, and

WHEREAS, Los Angeles is now not only producing for its home market, but is also a competitor in the Middle Western and Eastern markets, and

WHEREAS, one of the most important reasons for this remarkable growth is the low standard of wages that prevail in the entire ladies' garment industry, and

WHEREAS, out of the approximate 10,000 workers in the industry only about 350 are organized, be it therefore

RESOLVED, that the 16th Biennial Convention instruct the incoming General Executive Board to start an organizing campaign in Los Angeles, and be it further

RESOLVED, that this campaign be continued until union conditions that conform with the standards prevail in the East shall have been established.

We recommend the adoption of this resolution.

Upon motion, recommendation was unanimously adopted.

Resolution No. 58
Introduced by delegation of Local No. 6.

WHEREAS, the Swiss Embroidery Workers' Union, Local No. 6, has during the last seven years successfully organized the embroidery workers in New York City, gaining considerable concessions for them, and is now in a position to almost complete control in the trade, and

WHEREAS, the bulk of the Swiss embroidery trade is located in New Jersey where, notwithstanding the fact that all through the year 1920 a vigorous organization campaign has been instituted by the International and Local 6, culminating in a strike, which lasted over six weeks, and had to be terminated due to reverse trade conditions and a sweeping injunction obtained by the employers against the Union, the workers had to return to their shops under lamentable working conditions and longer working hours, and

WHEREAS, this state of affairs in New Jersey is felt more and more keenly in the trade in New York, hampering and retarding the progress of Local 6, and may in the near future endanger the very existence of the local, and

WHEREAS, Los Angeles is the most important garment center in Canada, is not organized, and

WHEREAS, the City of Toronto is the greatest cloak center in Canada, and

WHEREAS, the working conditions prevailing in that city bear a great influence over other centers in Canada, where cloaks are manufactured, and

WHEREAS, the workers of Toronto in the Ladies' Garment Industry are not organized, thus bringing working conditions to such a low standard, where it greatly affects other cities, and

WHEREAS, to remedy the existing evils, a strong organization is necessary; therefore be it

RESOLVED, that the 16th Biennial Convention of the International Ladies' Garment Workers' Union assembled at Cleveland, Ohio, instructs the incoming General Executive Board to continue the organization campaign on a larger scale, and so in its power, morally and financially, to bring about the changing of the working conditions in Toronto, from piece-work to week-work, and to make working conditions throughout Canada, in general, more uniform.

Resolution No. 91
Introduced by Toronto delegation.

WHEREAS, Toronto, the largest cloak, skirt and dress center in the Dominion of Canada, is unorganized, and

WHEREAS, after all the struggles and hardships that we have been going through during
the last two years the employers did not suc-
cceed in wiping us out entirely, and we still
maintain an organization, and
WHEREAS, the General Executive Board until
recently has helped us to carry on a campaign
of organization and such as we have every rea-
son to believe would have been crowned with
success, providing it would have been continued,
therefore be it.
RESOLVED, that this Convention instructs
the incoming General Executive Board to take
up immediately the organizing of the workers
in our industry in the city of Toronto.
A committee of the Toronto and Montreal
Locals also appeared before the Committee
on Organization, in behalf of the resolutions
introduced, explaining in detail to the com-
mitee the exact situation of the garment
industry in the City of Toronto.
President Schlesinger: On Resolution 69
I should like to know what Toronto has to
say. I feel that such a demand should have
come from Toronto and not from Montreal.
Delegate Goldberg: We, in Montreal, will
not have a union very long unless the
workers of Toronto have week-work.
President Schlesinger: I hope that the
Toronto people feel the same way about it.
Upon motion, recommendation was unani-
mously carried.
We urgently recommend to the incoming
General Executive Board that immediate
action be taken for the carrying out of these
resolutions.
Upon motion the report of the com-
mittee was adopted.

Resolution No. 90
Introducted by I. Bernadsky, delegate Local
No. 90, and delegation of Local No. 3.
WHEREAS, the Custom Dressmakers' Union,
Local 90, of the City of New York, has made
many attempts to organize the 8,000 workers
engaged in that industry and met with failure, and
WHEREAS, the few hundred workers who
belong to the Union, have the greatest difficul-
ty in maintaining the conditions in some of the
shops, due to the fact that the greatest number
of establishments in the City of New York are
non-union and conditions therein are much in-
ferior to those in Union shops, and
WHEREAS, the inferior working conditions in
the non-union shops, the lower wages, the longer
hours, and the general treatment of the workers
is bound to have and has an adverse and de-
structive influence upon the conditions of the
workers in the Union shops, be it therefore
RESOLVED, that the Sixteenth Biennial Con-
vention of the I. L. O. W. U., assembled in
Cleveland, instructs the incoming General Ex-
ecutive Board that, immediately after the ad-
journment of the Convention, proper steps shall
be taken to organize a campaign for the organiza-
tion of the thousands of girls in the Custom
Dressmaking trade, and be it further
RESOLVED, that this Convention authorizes
the incoming General Executive Board to ap-
propriate the necessary funds for making such
organization campaign a succcess.

Resolution No. 204
Introducted by I. Bernadsky, delegate
Local No. 90.
WHEREAS, the Custom Dressmakers' Union,
Local 90, of the City of New York, has made
many attempts to organize the 8,000 workers
engaged in that industry and met with failure,
and
WHEREAS, the five hundred workers that do
belong to the Union have the greatest difficul-
ties in maintaining conditions obtained in some
of the shops, due to the fact that the greatest
number of establishments in the city are non-
union and conditions therein are much inferior
to those in union shops, and
WHEREAS, the state of affairs is being felt
more keenly in the custom dressmaking shops,
and which in the near future endanger the
existence of our local, be it therefore
RESOLVED, that the Sixteenth Biennial Con-
vention of the I. L. O. W. U. instructs the in-
coming General Executive Board to undertake
immediately an organization campaign to or-
ganize the custom dressmakers of the City of
New York.
If possible this Convention shall also instruct
the incoming General Executive Board that in
case there will be an organization campaign of
the other dress locals of the City of New York
to include the Custom Dressmakers' Union,
Local 90.
We recommend the adoption of this reso-
lution.

Resolution No. 97
Introducted by delegation of Local No. 62.
WHEREAS, there are about 6,000 unorganized
white goods workers in Newark, N. J., and
WHEREAS, these unorganized workers are
threatening the existing union conditions of the
white goods workers in New York City, be it therefore
RESOLVED, that this Convention instruct the incoming General Executive Board to start a vigorous campaign to organize the white goods workers in Newark, be it further
RESOLVED, that this campaign begin immediately after the adjournment of this Convention.

Resolution No. 145
Introduced by Fannia M. Cohn and delegation of Local No. 115.

WHEREAS, the International Ladies' Garment Workers' Union has conducted an organization campaign among the Waist, Dress and White Goods Workers' Union in Newark, N. J., for more than one year, and
WHEREAS, this campaign has not been successful for various reasons over which the union had no control and mainly on account of the great depression in the country which was a hindrance in organization work, and
WHEREAS, a union in the waist, dress, white goods industry in Newark is a life necessity for the 8,000 workers employed because of the miserable inhuman conditions they are working under and also because they are undermining the conditions of other cities, be it therefore
RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union, assembled in Cleveland, instruct the incoming General Executive Board to again undertake an organization campaign in Newark as soon as they find the time and conditions favorable for such a campaign.

Resolution No. 2
Introduced by delegations of the Boston and Worcester Locals.

WHEREAS, there are numerous shops in the New England States engaged in the manufacture of ladies garments of every description, and
WHEREAS, Boston is the only city in the New England States where the ladies' garment industry is organized, and
WHEREAS, the unorganized workers, working under standards which are far below the union standards, jeopardize the existence of the union in this territory, and
WHEREAS, thousands of workers in the ladies' garment industry in the New England States are receptive to trade union propaganda and would organize if an intensive organizing campaign would be conducted, be it therefore
RESOLVED, that the Sixteenth Biennial Convention instruct the incoming General Executive Board to place an organizer in the field for the New England States, with headquarters in the City of Boston.

Resolution No. 7
Introduced by A. Snyder, Joint Board of Boston.

WHEREAS, there are a number of custom ladies' tailoring establishments in the City of Boston, employing a great number of men and women, who have not yet been organized, be it therefore
RESOLVED, that the incoming General Executive Board make arrangements to organize these workers.

Resolution No. 155
Introduced by delegation of the Cleveland Locals.

WHEREAS, there are thousands and thousands of workers working in women's garments in the State of Ohio in small as well as in bigger industrial cities who are not organized, and
WHEREAS, the standard of wages paid to the workers in those cities is at such a low level that it becomes a menace to the standards the workers in the organized cities have succeeded in establishing for themselves after years of struggles and sacrifices, and
WHEREAS, the employers are making good use of the competition, which at present exists between the communities where the workers are not organized and the cities where they are, to break down the organization and conditions of the workers in those cities, be it therefore
RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union inspires an organization campaign throughout the State of Ohio and that the General Executive Board be instructed to conduct that campaign to the utmost of its ability, be it further
RESOLVED, that in order to carry out successfully the organization campaign in the City of Cleveland and the State of Ohio, that a branch office of the International Ladies' Garment Workers' Union be organized with headquarters in the City of Cleveland.

Resolution No. 168
Introduced by delegation of the Cleveland Locals.

WHEREAS, there are still thousands and thousands of unorganized workers in the different branches of the ladies' garment industry of Cleveland, be it therefore
RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to begin an active campaign to have these workers organized and union conditions established.

Resolution No. 11
Introduced by delegation of Local No. 23.

WHEREAS, the non-union shops out of town have become a grave problem and a menace threatening the existence of the local unions in the women's wear trades which manufacture a cheaper line of garments, and
WHEREAS, the work conditions even in the better grades of work are threatened in the organized cities by those out-of-town unorganized shops, be it therefore
RESOLVED, that the Sixteenth Biennial Convention instruct the incoming General Executive Board to spare no efforts or means to organize these out-of-town shops, even going to the extent of having a special tax levied upon our members for that purpose.

Resolution No. 25
Introduced by delegation of Local No. 15

WHEREAS, during the recent strike of Local No. 15 many Philadelphia waist and dress firms have moved their factories to country towns in New Jersey and Pennsylvania, and
WHEREAS, these small town shops are closely connected with the Philadelphia market which naturally affects union standards in that city also, be it therefore

RESOLVED, that this convention instruct the incoming General Executive Board to start and conduct an organization campaign in the vicinity of Philadelphia in the waist, dress and children's dress trades.

Resolution No. 70

Introduced by delegation of Local No. 9.

WHEREAS, there are many manufacturers in their desire to avoid the control of the union, open shops out of town, and

WHEREAS, the workers in these shops work long hours and under a low standard of living, and

WHEREAS, the existence of such shops undermine the fundamental basis of our organization and create the danger of losing the conditions which we have won in the bitter struggle of many years, be it therefore

RESOLVED, by the 16th Biennial Convention of the I. L. G. W. U. that the incoming General Executive Board shall make the greatest efforts to unionize these shops.

Resolution No. 92

Introduced by delegations of Locals Nos. 41, 22, 35, 39, 69.

WHEREAS, in many small towns throughout New York, New Jersey, Connecticut and other neighboring states there are a large number of non-union shops engaged in the various branches of the ladies' garment industry, and

WHEREAS, the conditions and standards in these shops are much inferior to those prevailing in the union shops of New York City, and every well organized garment center, and

WHEREAS, the existence of such shops is a menace to our industry, inasmuch as it encourages many manufacturers to transfer their shops to the neighboring country towns, and

WHEREAS, this causes an increase in the number of unemployed in the organized garment centers and gives rise to competition between workers for the obtainable jobs, thus giving the manufacturers the opportunity for an aggressive stand to lower union standards, and

WHEREAS, such a state of affairs obstruct the growth of our unions, and threatens their very existence, be it therefore

RESOLVED, that the incoming General Executive Board of our International be instructed to immediately start an intensive organization campaign to organize the open shops in the above mentioned territory.

Resolution No. 203

Introduced by delegations of Locals No. 48 and No. 89, and L. Magnavita (3), R. Cinciar (134), M. Magnavita (112), A. La Guardia (127) and A. Lero (28).

WHEREAS, it has been decided by the previous Conventions to have Italian organizers working for the General Office of the International Ladies' Garment Workers' Union, and

WHEREAS, many shops of our industry moved and are moving out of town to escape the union control, and

WHEREAS, in many localities such shops are employing a great number of Italians, who being not organized, work at very low wages, be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. instructs the incoming General Executive Board to do everything possible to stamp out such a danger for our members and to appoint a staff of Italian general organizers in order to unionize the out of town open shops.

Resolution No. 2

Introduced by delegations of the Boston and Worcester Locals.

WHEREAS, there are numerous shops in the New England States engaged in the manufacture of ladies' garments of every description, and

WHEREAS, Boston is the only city in the New England States where the ladies' garment industry is organized, and

WHEREAS, the unorganized workers, working under standards which are far below the union standards, jeopardize the existence of the union in this territory, and

WHEREAS, thousands of workers in the ladies' garment industry in the New England States are receptive to trade union propaganda and would organize if an intensive organizing campaign would be conducted, be it therefore

RESOLVED, that the 16th Biennial Convention instruct the incoming General Executive Board to place an organizer in the field for the New England States, with headquarters in the City of Boston.

Resolution No. 6

Introduced by delegations of the Boston and Worcester Locals.

WHEREAS, there are a number of shops in the City of Worcester engaged in the manufacture of ladies' garments, employing a large number of men and women who are still outside of the ranks of our Union, and

WHEREAS, these workers are working under conditions and receiving wages inferior to those prevailing in union shops, which fact obviously endangers conditions existing in union shops and threatens to overthrow them, and

WHEREAS, in view of present conditions there is great dissatisfaction among the non-union workers who are now ripe for organization, be it therefore

RESOLVED, that this 16th Biennial Convention, assembled in Cleveland, instruct the incoming General Executive Board to start an immediate campaign in order to organize all ladies' garment workers in the city of Worcester, Mass.

Resolution No. 7

Introduced by A. Snyder, Joint Board of Boston.

WHEREAS, there are a number of custom ladies' tailoring establishments in the City of Boston, employing a great number of men and women who have not yet been organized, be it therefore

RESOLVED, that the incoming General Executive Board make arrangements to organize these workers.
Resolution No. 15
Introduced by delegations of the Chicago Joint Board Locals.

WHEREAS, there are thousands of unorganized workers in the ladies garment trades in the middle west and western states engaged in the making of cloaks, suits, waists, dresses, raincoats and embroidery, and

WHEREAS, the conditions prevailing in the unorganized shops are far below the standards of the union shops, and

WHEREAS, the Joint Board of Chicago cannot, by itself, take care of the rapid growth of the non-union shops, which is undermining our organization, and

WHEREAS, experience has taught us that an organization conducted by our International would give prestige to a movement, especially when directed from an office established in the middle-west, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to immediately after this convention establish a permanent branch office of the International in the city of Chicago for the purpose of organizing the above referred to trades in the middle-west and western states.

Resolution No. 18
Introduced by the delegation of the Philadelphia Joint Board Locals.

WHEREAS, there are thousands of unorganized ladies' garment workers all over the United States and Canada, and

WHEREAS, there is a tendency on the part of the employers in all the organized centers to move their shops to smaller towns where they can obtain cheap labor and work longer hours, as is the case in the waist industry in the city of New York and also in the cloak trade in a number of cities, a tendency and a menace that is growing bigger and bigger every year, and

WHEREAS, at present there is no permanent agency or department within the International to combat or to check this evil in our industry, be it therefore

RESOLVED, that this convention decide to establish an organization department within our International and also a permanent Organization Committee, consisting of three members of the General Executive Board—two to be resident of New York City and one from outside, in order to carry on a systematic and thorough-going campaign among the unorganized workers in our industry.

Resolution No. 25
Introduced by delegation of Local No. 15.

WHEREAS, during the recent strike of Local No. 15 many Philadelphia waist and dress firms have moved their factories to country towns in New Jersey and Pennsylvania, and

WHEREAS, these small town shops are closely connected with the Philadelphia market, being supplied with orders from the trade and now under union standards in that city also, be it therefore

RESOLVED, that this Convention instruct the incoming General Executive Board to start and conduct an organization campaign in the vicinity of Philadelphia in the waist, dress and children's dress trades.

Resolution No. 28
Introduced by the delegation of the Cincinnati Joint Board Locals.

WHEREAS, the Joint Board of the Cloak-makers' Union of Cincinnati has lost several hundred of its members after the biggest cloak factory in that city has gone out of business as a result of a strike to maintain the workwork system, and

WHEREAS, since then small shops have been started by managers, designers and foremen formerly employed by that concern, which are conducted as non-union shops, and

WHEREAS, such a condition undermines the union standards and working conditions in the union shops controlled by the Joint Board of Cincinnati, and

WHEREAS, the Joint Board of Cincinnati is not in a position to finance and carry on the work of organizing these non-union shops, and

WHEREAS, there are also in Cincinnati about eight hundred workers employed in the manufacture of skirts, dresses and white goods, and these workers are unorganized and work under non-union conditions, be it therefore

RESOLVED, that the Sixteenth Convention of the I. L. G. W. C. instructs the incoming General Executive Board to carry on an organization campaign among these non-union workers in order to enroll them into the ranks of our International and to give the Cincinnati Joint Board every possible financial assistance to carry out this task.

Resolution No. 46
Introduced by delegation of Local No. 8, San Francisco.

WHEREAS, there are thousands of unorganized workers in the ladies' garment industry in the City of San Francisco engaged in the making of waists, dresses, children's dresses, who are freely exploited by the employers, and

WHEREAS, our International has made, during the last years of its activity, wonderful progress in organizing the workers in the ladies' garment industry in the East as well as in the West and by doing so has brought more light and sunshine into the homes of its workers and into their lives, and

WHEREAS, the men and women engaged in the ladies' garment industry in San Francisco are working long hours under lamentable working conditions, be it therefore

RESOLVED, that the incoming General Executive Board and the officers of our International Union stand instructed to take up an organizing campaign in the City of San Francisco at the earliest possible opportunity.

Resolution No. 51
Introduced by delegation of Local No. 66.

WHEREAS, 95 per cent of the thousands of workers of the hand embroidery industry, in the city of New York, are of Italian nationality, and

WHEREAS, they can be approached and organized only with the aid and co-operation of the Italian local unions of our International in the city of New York, be it therefore

RESOLVED, that the incoming General Executive Board shall stand instructed to organize, soon after the adjournment of the Convention, an organization board of Locals Nos. 48, 59 and 68 for the purpose of uniting the hand embroidery workers, and be it further
Resolved, that the decision of the Chicago Convention to the effect "That the General Office shall engage a special Italian organizer for said task" be carried into effect.

Resolution No. 56
Introduced by Local No. 4, Baltimore.

Whereas, the Cloakmakers' Union, Local No. 4, of Baltimore, the oldest union in the International Ladies' Garment Workers' Union, has encountered numerous difficulties in the work in which it is engaged, particularly in the fact that there has recently become apparent a marked decrease in the membership, due to the manufacture of skill- and unorganized white goods shops at prices half of what they would be if they were organized, and due to the fact that a great number of our members employed in shops that are making the same kind of work as Local 17 of New York, and due to the fact that a great number of shops are making only in small villages in the State of Maryland and states immediately adjoining Maryland, where the work is done by negro women and country girls at wages far below the union standards and

Whereas, Local 110, Cutters' Union, is still in the early stages of its organization, having been compelled to spend months agitating and explaining the benefits of organization and the value thereof to the workers and would even now be helpless without aid in perfecting its organization, although it is doing excellent organization considering the fact that it is still a young local, and

Whereas, the decision of the last General Executive Board was that a staff of organizers be sent to the city of Baltimore to organize shops that are making mid-dy blouses, skirts, and the country shops, be it therefore

Resolved, that the incoming General Executive Board be instructed to again begin and continue an organizing campaign to unionize the entire industry in this section.

Resolution No. 59
Introduced by Local No. 101.

Whereas, the Ladies' Tailors' Union, Local 101, of Baltimore, has succeeded in establishing the forty-four hour work week system with minimum scale of wages corresponding to that prevailing in other organized cities, and

Whereas, there is a great number of women workers employed in the same establishments as the members of Local 101, who are engaged in the making of dresses, and are still unorganized and working more than forty-four hours a week at very low wages, and

Whereas, the two different systems of the kind described above make the further progress of the organized workers in Local 101 very difficult and are detrimental to the existence of the local, and

Whereas, there are hundreds of alteration workers and some employed in the altering of ladies' garments in the different department and other stores in the City of Baltimore, and

Whereas, a number of these workers have expressed a desire to have an organization to improve their working conditions and

Whereas, the Ladies' Tailors' Union, Local 101, of Baltimore, is ready to cooperate in every way possible to organize the alteration workers and bring them into Local 101, be it therefore

Resolved, that the International Ladies' Garment Workers' Union in Convention assembled in Cleveland, Ohio, May, 1932, instruct the incoming General Executive Board to carry on an organizing campaign among these workers to be ultimately incorporated in Local 101.

Resolution No. 65
Introduced by delegation of Local No. 4, Baltimore, Md.

Whereas, there are more than 10,000 unorganized workers employed in the city of Baltimore in waist, dress, white goods, mid-dy blouse shops, and

Whereas, organizing campaign, started by the International, which resulted in the formation of Local No. 12, was discontinued owing to a number of reasons, be it therefore

Resolved, that this Convention instruct the incoming General Executive Board to carry up again this work of organizing the masses of women workers in the miscellaneous trades in Baltimore, revive Local No. 12 and persist in its efforts until every ladies' garment worker in Baltimore is a member of our union.

Resolution No. 69
Introduced by Montreal Joint Board.

Whereas, the City of Toronto is the greatest cloak center in Canada, and

Whereas, the working conditions prevailing in that city bear a great influence over other centers in Canada, where cloaks are manufactured, and

Whereas, the workers of the Ladies' Garment Industry are not organized, thus bringing working conditions to such a low standard, where it greatly affects other cities, and

Whereas, to remedy the existing evils, a strong organization is necessary; therefore be it

Resolved, that the 16th Biennial Convention of the International Ladies' Garment Workers' Union, assembled at Cleveland, Ohio, instruct the incoming General Executive Board to continue the organization campaign on a larger scale, and do all in its power, morally and financially, to bring about the changing of the working conditions in Toronto, from seven to five to week work to week-work, and to making working conditions throughout Canada, in general, more uniform.

Resolution No. 91
Introduced by Toronto delegation.

Whereas, Toronto, the largest cloak, skirt and dress center in the Dominion of Canada, is unorganized, and

Whereas, after all the struggles and hardships that we have been going through during the last two years, the employers did not succeed in wiping us out entirely, and we still maintain an organization, and

Whereas, the General Executive Board until recently has helped us to carry on a campaign of organization, and such as we have every reason to believe would have crowned their success, providing it would have been continued, be it therefore

Resolved, that this convention instructs the incoming General Executive Board to take up immediately the organizing of the workers in our industry in the city of Toronto.
Resolution No. 180

Introduced by delegations of Locals Nos. 7, 20, 64, 103 and 114.

WHEREAS, the reaper industry is a trade that does not require any specialty in its production and.

WHEREAS, there has existed for some time past and is still existing, now more than ever before, a movement on the part of manufacturers into districts with distinct advantage, i.e., to totally or partially, to places, cities and townships outside of all garment manufacturing centers, and

WHEREAS, the chief reason for this exodus of manufacturers to outlying district is that non-union conditions, cheap labor, and long working hours prevail there, and

WHEREAS, our International has already done considerable organizing work in places as indicated above, but for lack of sufficient funds was compelled to suspend all, or most of such activities, and

WHEREAS, if these deplorable conditions be allowed to go unchallenged, every unorganized shop in organized centers is threatened with becoming non-unionized, be it therefore,

RESOLVED, that this Convention instructs the incoming General Executive Board to immediately establish a permanent department, national in character, to conduct a steady and vigorous campaign to organize the non-organized workers engaged in the making of women’s apparel of every description, such as Coats, Raincoats, Waistcoats, Dresses, Corsets, Embroidery, White Goods, and be it further.

RESOLVED, that in order to carry on this most vital of all activities, an activity upon which depends chiefly the life of a labor organization, more effectively than has been the case hitherto, we propose the following method for the prosecution of this work: The field where women’s apparel is being made is to be apportioned to an organized center is threatened with becoming non-unionized, be it therefore,

RESOLVED, that this Convention instructs the incoming General Executive Board to immediately establish a permanent department, national in character, to conduct a steady and vigorous campaign to organize the non-organized workers engaged in the making of women’s apparel of every description, such as Coats, Raincoats, Waistcoats, Dresses, Corsets, Embroidery, White Goods, and be it further.

RESOLVED, that in order to carry on this most vital of all activities, an activity upon which depends chiefly the life of a labor organization, more effectively than has been the case hitherto, we propose the following method for the prosecution of this work: The field where women’s apparel is being made is to be apportioned to an organized center is threatened with becoming non-unionized, be it therefore,

RESOLVED, that this Convention instructs the incoming General Executive Board to immediately establish a permanent department, national in character, to conduct a steady and vigorous campaign to organize the non-organized workers engaged in the making of women’s apparel of every description, such as Coats, Raincoats, Waistcoats, Dresses, Corsets, Embroidery, White Goods, and be it further.

WHEREAS, lately it has come to our attention that a great deal of our work is being done in the City of Baltimore, Md., by non-union people due to the fact that the locality in and around Baltimore is not completely organized, be it therefore,

RESOLVED, that the Sixteenth Convention of the International Ladies’ Garment Workers’ Industry, assembled at Cleveland, May 1, 1925, requests the incoming General Executive Board to pay special attention to the organization of the workers in our industry in the City of Baltimore, and that it do all in its power to organize that city.

As stated above, your committee has not only discussed and acted on each resolution as presented to it, but also the general procedure and plans of organization.

We fully appreciate the work done by the Organization Department of our International in the past and the plans we herewith submit to you are based on the experience we have all gained since the problems of organizing the workers we are confronting with at present have arisen.

The three most essential factors in successfully conducting organization campaigns are, in our opinion, as follows:

1.—The form of Organization to conduct and supervise these campaigns.

2.—The method of Organization. In addition to the ordinary methods being used to organize the workers, extraordinary methods must be adopted for the successful carrying out of the campaigns, as the idea of Unionism is still foreign to the workers whom we are trying to organize.

Public opinion, particularly in the small communities, is very hostile towards any labor organizer. Chambers of Commerce, Boards of Trade in these communities are doing their utmost to prejudice public opinion against us, and to combat the propaganda against us by the reactionary elements in these communities, we must apply educational methods in achieving our aims. For instance, we must utilize the public press, as a medium to reach the public before any organizer comes to town. The public at large should know the aims and aspirations of our International and the purpose for which the organizer comes there.

We have therefore the following plan to submit for your approval:

As to the first, the form of organization.
We recommend that the country be divided into ten regional districts with established headquarters in the following cities: New York, to embrace Greater New York and vicinity.

Newark, to include the City of Newark, N. J., and vicinity.

Philadelphia, to embrace the City of Philadelphia and vicinity.

Baltimore, to include the city of Baltimore and adjoining territory.

Boston, to embrace the city of Boston and the New England States.

Cleveland, to include the City of Cleveland and adjacent territory.

Chicago, to include the City of Chicago and adjoining territory.

Toronto, to embrace the City of Toronto and Dominion of Canada.

St. Louis, to include the City of St. Louis and adjoining territory.

Los Angeles, to include the City of Los Angeles and the State of California.

Each district to be under the direct supervision of a district organizer, appointed by the President and the General Executive Board.

The district organizer should be the managing director of all organizing activities in his respective district; act as supervisor for the existing Locals and organize and manage the organization campaign in that respective district.

These district organizers should work under the direct supervision of the President of the International and should get as many assistants for their respective districts as may be deemed necessary.

The existing Locals in each district should form an organization committee to aid the district organizer in the successful execution of his work.

In addition to the ordinary methods of publicity usually carried on in an organizing campaign, a general publicity campaign be started through the public press. This publicity campaign to be supervised directly by the President of the International, who may engage for that purpose as many assistants as he may deem advisable.

Third—The means with which to finance these organization campaigns.

To begin with, a certain portion of the per capita paid by the members to the International should be set aside as a special organization fund. In addition to this, a special organization assessment of $1.00 per year should be levied upon each member of the International. This assessment to be paid quarterly, for which stamps should be pasted in the member's dues card. No dues card should be eligible for exchange unless above assessment is paid to date.

Should the General Executive Board find that the budget accrued from the special assessment and the portion of the per capita set aside for that purpose is inadequate, the General Executive Board may use its discretion in making further provisions for this work.

DelegatePerlstein: I move that the report of the committee be accepted. This motion was seconded.

Delegate Wexler stated that the question of organizing the out-of-town centers was the most vital one confronting the organization and that he did not believe that the per capita tax would be sufficient to finance a campaign of organization. He suggested that the members of the International be assessed $2.00 per year in order to give the officers a fund of $200,000 to immediately start a campaign of organization.

Secretary Baroff stated that it was almost impossible to conduct successfully organization work out-of-town in the past two years because of the economic conditions. He maintained that the establishment of ten central organization offices would entail a much greater outlay of money than provided for in the report of the committee. He suggested that the General Executive Board take the matter into consideration and give its mature judgment, rather than have the Convention pass upon a plan which might be productive of no results.

Delegate Katofsky: The recommendation further provides that the General Executive Board may levy additional assessments if necessary. Am I right?

President Schlesinger: You are right.

Delegate Greenberg stated that the organization campaign must be continued and he maintained that the plan proposed by the committee provided sufficient funds to accomplish results.

Delegate Schlesinger: You are right.

Delegate Greenberg stated that the organization campaign must be continued and he maintained that the plan proposed by the committee provided sufficient funds to accomplish results.

Delegate Farber stated that the conditions of the workers could not be safeguarded unless the out-of-town workers were organized. He stated that the committee in making its recommendation had taken into consideration the ability of the Locals to finance the campaign, and he assured the delegates that if additional support were necessary the Locals would not be found wanting.
President Schlesinger stated that $141,388.49 had been spent on organization work during the past two years. He described the hardships of organizing in the small towns and cited particularly the case of Bridgeport, Conn. He said in part:

We had established in Bridgeport the 44-hour week and had raised wages over 130% in a very short time. No sooner did the prosperity stop there, in spite of all our efforts, the local organization fell to pieces.

The reason for this was that many of these women workers were the sole supporters of their families and they wanted to keep their jobs. In the small towns the Chambers of Commerce are interested in getting manufacturers to their towns and when a union organizer goes there he is not given an opportunity to stay there. We had a pretty good Local in Scranton, Pa. The Chamber of Commerce went to the extent of printing a special edition of their paper, attacking the International and it was not safe for our men to walk around the streets of Scranton. It was a mistake to say that bad times are good for organization work. Just the contrary is true.

Organization work involves a tremendous expense, but it is absolutely necessary. I don't want in any way to discourage your proposition. I believe that if, in the centers where we are organized, we would have had less of internal dissension, our workers would be better off. While we were trying to organize the small towns we lost members in the large cities just because of internal dissensions. We must do organization work, but the plan must be worked out in a practical way.

Delegate Samuels, the Secretary of the Organization Committee, summed up as follows:

We all agree that organization work is absolutely necessary. Funds must be raised for this work. We had to take into consideration the fact that many of the Locals are in arrears on their former assessments. While it is true that no tangible results can be shown for the past two years, nevertheless, there is a benefit felt by the organized shops as long as activity is going on. As conditions improve, we can increase the budget.

Delegate Halperin: I amend the motion that we adopt the first part of the report with reference to assessments, but as to the plan of districts, let that be referred to the General Executive Board.

This was seconded.

Delegate Perlstein, chairman of the committee, summed up as follows:

It takes years to organize the workers. Organization work is a slow educational process. Those organizers who were disappointed in their work are not organizers. Their business was to stick until they succeeded. What we have in mind is to put the Organization Department on a proper basis. It may not be possible to organize the ten districts at once and so we can organize three now, and another two, six months later, etc. It is the easiest thing in the world to levy assessments, but the hardest thing in the world to collect them. When the membership will see that we are doing the work of organization they will be ready to pay larger assessments, because it will pay them in the long run. (Applause.)

Upon being put to a vote, the amendment of Delegate Halperin was carried, 99 voting for and 92 against.

Further division was called for and the new vote showed the following results: 107 for, 101 against.

Delegate Perlstein: This concludes the report of the committee.

Respectfully submitted,

Your Committee on Organization.

M. Perlstein, Chairman.
A. S. Samuels, Secretary.
S. Caplan.
Ph. Soldner.
M. Yanowitz.
J. Leventhal.
Simon Farber.
L. Laufman.
Noel Levine.
Frank Comunale.
J. Lanch.
Tillie Lappe.
D. Goldman.
Margaret De Maggio.
I. Bernadsky.

Delegate Perlstein: I move that the report of the committee be accepted as amended.

This was seconded and unanimously carried.

Judge Jacob Panken, of New York, was introduced to the Convention and was received with tremendous applause.

Judge Panken: I am not a stranger to the International. Way back in 1903, nineteen years ago, I was a general organizer of the International. I remember that the life of an organizer in those days was not very comfortable. The officials in the towns did not think it wise for an agitator to come into their peaceful towns and stir up trouble. You know, every time the workers make an attempt to organize, the conservatives, those who are satisfied with the status quo, always
say that we come to stir up trouble. There can be no progress in the world unless the people are constantly attempting to make changes, constantly working towards a better existence, towards a better world. The working men and the working women have upon their shoulders a duty to bring about a change in our social structure, in our economic conditions, in the industrial life of the country. The employing classes are satisfied with the status quo. They are satisfied to keep the mass of people in subjugation, as long as they are kings, crowned or uncrowned. It is upon the working men and the working women that the duty falls to bring about a change in the world so that there should be equality, so that the men and women who produce the wealth of the world shall enjoy the wealth of the world. (Applause.)

There was a time when the labor movement contented itself with a running fight with the masters. But the situation has changed it completely. The organization of the workers becomes the entity which makes possible the ultimate control on the part of the workmen of the industries that they have built up. We are different from the animal. We are human beings. The globe today is inadequate to support the population on it. In order that the human race may be supported, it becomes necessary that the human race creates, produces, and the mission of the labor movement is to so co-ordinate and organize production that those who produce and create should be the benefactors of that production and creation.

A labor organization must be on the firing line every moment. You must plan not only for the day, but for the morrow and for the day after the morrow. And the one thing that I want to bring to the minds and to the hearts of the men and women who are part of the labor movement, is that the fight must be carried on against the masters. There is no room for fight among workmen under any circumstances! (Great applause.)

It being 1:00 P. M. the session adjourned to reconvene that afternoon at 2:00 P. M.

Peter Sisman, attorney for the International in Chicago, one of the early organizers of the cloak industry, was next introduced.

He addressed his remarks particularly to those delegates that dissented with the present policies of the International. He said in part: "If they can show that any other policies are more feasible, that is a matter to be discussed in an organization. It is not a matter to be decided by outside influences. In this Convention you are bound to concern yourselves only with the welfare of your industry and you can only accomplish that by judging everything as to how near you can achieve it and whether it is feasible for tomorrow and the day after tomorrow and for the next six months and the next year. In the trades union your only concern is in your trade and the extent to which you are in a position to control it. (Applause.)

It being 1:00 P. M. the session adjourned to reconvene that afternoon at 2:00 P. M.

Tenth Day—Thursday Afternoon

Session

May 11, 1922—2:30 P. M.

President Schlesinger opened the fifteenth session at 2:30 p. m.

President Schlesinger called upon Vice President Harry Wander to read the report of the Committee on Education.

Report of Committee on Education

Brother Chairman and Delegates, Greetings:

Your Committee on Education wishes to submit the following report:

Your Committee has carefully examined the chapter on the educational activities of our organization in the report of the General Executive Board. This material gives us a basis for forming an opinion upon the work done and for guiding our educational activities in the future.

We wish to state that on the whole our educational work has been kept on the same level on which it was placed several years ago when it was first launched. Our organization has been the pioneer in adult labor education, a task which has met, in its first stages, a great deal of skepticism and doubt. Little by little, however, these doubts have disappeared and the results
today, while not as satisfying as we might have hoped for, are nevertheless quite gratifying to all believers and well-wishers of the cause of labor education.

The Chicago Convention has enlarged our educational budget from $10,000 to $15,000 annually. It has done so to enable our educational committee to extend its work and to encourage a greater number of our workers to take advantage of the opportunity extended by the International. Under the circumstances, we find that the Educational Committee has applied this increase in the best manner it could and has, at all times, displayed interest and devotion to its work.

Your Committee has carefully gone over the account of the work done by the Educational Committee during the past two years, the various classes of studies which we had conducted and the general scheme and plan which it had carried on. In connection therewith we are able to offer the following suggestions and recommendations:

1. We recommend that the educational work be continued.
   Upon motion recommendation was unanimously carried.

2. We recommend that the budget of the Educational Department be increased from $15,000 to $17,500 annually. This increase should go to meet the educational needs of our local unions outside of New York, in response to the demands made upon the International from these cities for educational activities.
   Upon motion recommendation was unanimously carried.

3. We recommend that the Educational Department direct its attention more to mass education, more to the popular instruction of the masses of our workers rather than to gymnastics, dancing and arts which attract only small groups.
   Upon motion recommendation was unanimously carried.

4. We recommend that our Educational Department devote most of its attention and effort toward the organizing of popular lectures at local meetings, conduct open forums for the discussion of trade problems and problems of the general labor movement. The success achieved along these lines in New York City last Spring points to these open forums as a very important feature of our educational work.
   Upon motion recommendation was unanimously carried.

5. To publish popular literature in the form of booklets and pamphlets easily understandable to the ordinary worker and to distribute such literature free of charge or at a nominal cost as the Committee will deem it advisable.
   Upon motion recommendation was unanimously carried.

6. We recommend that the Educational Committee shall consist of five members of the General Executive Board, three from New York and two from out of town.
   Upon motion recommendation was unanimously carried.

Your Committee has received the following resolutions:

Resolution No. 5

Introduced by Local No. 4, Baltimore, Md.

WHEREAS, the Educational Department, functioning as part of the I. L. G. W. U., for the past five years has made no effort to extend its work among the workers in Baltimore, and

WHEREAS, the garment workers of Baltimore are eager and ripe for educational activity among them, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies’ Garment Workers’ Union instruct the incoming General Executive Board to appropriate a sum of money for educational work in the western states, with its main headquarters in the city of Chicago.

Recommendation No. 2—to increase the budget in order to meet educational wants in cities outside of New York
covers these resolutions. As regards the proposal for forming a special educational headquarters for the Western states in Chicago, your Committee wishes to say that it concurs fully in the formation of local educational committees everywhere under the guidance and direction of the main Educational Committee of the International.

Upon motion recommendation was unanimously carried.

Your Committee has received also the following three resolutions:

Resolution No. 139

Introduced by Delegations from Locals 5, 6, 10, 14, 18, 20, 22, 26, 29, 37, 54, 59, 60, 66, 89, 100, 104 (33 signatories).

WHEREAS, the labor movement if it is to grow in strength and influence must realize the great importance of accumulating knowledge and develop an intelligent leadership and

WHEREAS, the leadership must come from their own ranks and that the most competent leadership cannot be successful without an intelligent rank and file, therefore be it

RESOLVED, that the 10th Convention of the I. L. G. W. U. instruct our delegates to the A. F. of L. Convention to urge upon that body the necessity of carrying on an Educational Campaign among the trade unions for the need of labor education and urge upon them to organize labor colleges under trade union auspices.

Resolution No. 164

Introduced by J. Hochman, delegate of Local No. 22.

WHEREAS, our public school system is destructive of both liberty and social solidarity, and is in a large measure responsible for the "capitalist" psychology of a large portion of the working class of today, and is thereby destructive of the spirit of class-consciousness, so essential to the achievement of success for the aims and purposes for which our movement exists, and

WHEREAS, our International has been the first labor organization in this country to recognize the need of education as a part of the activities of our movement, be it therefore

RESOLVED, that this Sixteenth Convention of the I. L. G. W. U. goes on record as being in sympathy with the movement for libertarian schools for the children of the workers and instructs its Educational Committee to make a thorough study of the subject with a view to working out ways and plans of establishing such schools for the children of members of our International, and be it further

RESOLVED, that the General Executive Board be empowered to execute such plans.

Resolution No. 140

Introduced by Delegates from Locals Nos. 1 26, 29, 14, 50, 62, 9, Toronto Joint Board, Montreal Joint Board (19 signatories).

WHEREAS, it is becoming evident that organized labor is destined to play an increasingly important part in social and economic development of this country, and

WHEREAS, the actual constructive work will be performed by those in the labor movement who know and understand, and

WHEREAS, the Educational Department of the I. L. G. W. U. is giving our members a body of information and incontrovertible facts which they can utilize in their economic and political activities on behalf of the working class, and

WHEREAS, the plan of our Educational Department gained the approval and confidence of all who attend our classes no matter what their particular personal, economic or political beliefs are, they receive our instruction with the knowledge that they are being given facts as they are, be it therefore

RESOLVED, that the 10th Convention of the I. L. G. W. U. assembled in the city of Cleveland, whole heartedly approves the efforts to give the Educational Department the knowledge and vision which will enable them to serve their fellow workers efficiently and since this can be accomplished best by further development of labor education, activities of all kinds—lectures, forums, classes, social and recreational activities, be it further

RESOLVED, that the Convention decide to increase their appropriation for the educational activities for the next two years to meet the growing need.

Your Committee concurs in the adoption of Resolution No. 139 instructing our delegates to the A. F. of L. Convention to urge upon that body the necessity of carrying on educational work among the trade unions and of organizing labor colleges. Resolution No. 140 has already been covered by the request for an increase of the educational budget.

Delegate Antonini: Our delegation to the A. F. of L. Convention has already taken this matter up at two conventions.

Upon motion recommendation was unanimously adopted.

Your Committee recommends the rejection of Resolution No. 144. Your Committee is of the opinion that the organizing of libertarian schools, whatever their merits and value in a general sense, is not the object of our educational activities. It is our duty and business to spend the modest means which we can afford for educational work to disseminate information among our grown-up workers. We must leave the task of founding libertarian schools to other educational agencies.

Delegate Hochman: We should at least express our desire for future activity of the International along the lines of the
resolution. I merely wanted to express my view that some day the Labor Movement will take up the question not only of educating the adults, but also of the children of the workers, to develop class consciousness.

Delegate Miss Winck: I amend the recommendation of the Committee to read as follows: "Taking into consideration the fact that the International cannot enter into the field of organizing schools for children, and realizing the necessity of a change in the public school system, we recommend to the Convention that they help construct and build up those organizations that are organized for that purpose."

This amendment was seconded.

Delegate Shane urged the adoption of the amendment.

Upon being put to a vote, the report of the Committee as amended was adopted.

Committees representing Locals No. 29 and No. 26 of Cleveland have appeared before your Committee, urging upon it the necessity of paying more attention to educational work in the city of Cleveland; a committee from Local No. 62 also appeared before us pleading for the increase of the educational budget. We have responded to their request in the form of the above recommendation.

Your Committee has also received a communication from the Brookwood Workers' College, at Katonah, N. Y. It reads as follows:

April 26, 1922.

To the Delegates in Convention Assembled,

International Ladies' Garment Workers' Union, Cleveland, Ohio.

Dear Sirs and Brothers:

Only a little over seven months ago Brookwood was established as a resident workers' college at Katonah, New York, "to educate workers to work in the workers' movements." No sooner did we start this at Brookwood than we found ourselves in the United States so full of workers in the field of workers' education and that we should briefly relate our progress and that we should briefly relate our history and seek such moral and financial support as we feel can and should be given.

But first, however, I want to state our organization is in no way a competitor with such educational enterprises as you have started. Rather does it also to supplement your efforts and to carry them to their logical conclusion. In fact, nothing would please us at Brookwood more than to arrange so that the most earnest and best qualified students who go through with your classes might come to Brookwood to study in those established by your International. Eventually we hope to establish such a relationship with many of the trade union colleges and classes and the suggestion has been made that Brookwood Scholarships might be offered to eligible applicants in such colleges and classes.

Since opening our doors for our first year's work last October, twenty-two students have enrolled at Brookwood. About one-third of these were women. Our students represented many organizations: electrical workers, miners, artificial flower workers, machinists, textile workers, printers, food workers, coopers, railroad workers, and the International Ladies or Women Workers' Union. They also included many nationalities, ten to one hundred percent. Ten students more than one-half will return in the fall for the second year's work while the enrolling class will number about thirty. From the present outlook we will have more eligible applicants but unfortunately with our present limited equipment, that will be all that we can accommodate.

Up to the present Brookwood has been endorsed by over thirty organizations including the following: United Mine Workers of America, Coopers International Union, Steel Workers of America, Federation of Utah, and the central bodies of the following cities: Baltimore, Hartford, Kansas City, Ogden, Chicago, Philadelphia, Seattle, New York. In addition to these there have been endorsements from locals, district organizations, trades assemblies, etc. In this connection it is interesting to note that the local of practically every student at Brookwood has endorsed our organization in other words, those who have seen the product of Brookwood and who know the most about it have endorsed it.

The management and control of Brookwood is in the hands of a voluntary association known as the Brookwood Co-operators which is made up of the faculty and the students. Every member of the faculty is a member of the American Federation of Labor and the majority of them have had actual experience in the labor movement as officials or otherwise. Brookwood, then, is one hundred percent organized and one hundred percent labor. In our educational problems we have the advice of the members of the Educational Advisory Committee which is made up of educators of the highest rank. The Labor Co-operating Committee also functions as a watch committee to keep Brookwood at all times close to the heart and purpose of the labor movement and to counsel and co-operate in the establishment of policies. The operation of our organization is thoroughly democratic, the supreme authority being the community meeting where each member of the community has one vote and only one vote. As to whether such person is from the faculty or student body.

Of course in this brief communication very small part of our story can be told but descriptive literature has been prepared and will be sent to all those who will write to Brookwood, Katonah, N. Y. The new year does not open until October but as applications are already coming in and as our accommodations are limited we hope that all those who are interested will write at once.

In the meantime, however, may we say that Brookwood must depend upon the support of the American labor movement if it is going to succeed. That support must be moral and it must be financial. Will you help Brookwood to educate workers to work in the workers' movements? We have several endorsements, scholarships and donations from all those progressive internationals who believe in the cause of workers education.

Yours truly,

Toscan Bennett, Executive Sec.
Your committee has decided to recommend the endorsement of the workers' college at Brookwood by this Convention, as an institution founded with a clear aim and purpose to aid the labor movement in fitting out men and women for leadership. As far as financial support to this school is concerned, we believe that it should be referred to the incoming General Executive Board. Upon motion, recommendation was unanimously adopted.

Your Committee recommends that this Convention express its thanks to the outgoing Education Committee and its Secretary, Fannia M. Cohn, for the work this committee has done for the last two years. Your committee also recommends that this Convention extend its gratitude and appreciation to the staff of teachers and instructors who have taken part in the work of the educational department during the last two years. Upon motion, recommendation was unanimously adopted.

In conclusion your committee wishes to call attention to the fact that like most of the other phases of the work in the labor movement, labor education is also not an undertaking from which we may expect immediate results. The people to whom we appeal, our own workers who have not been accustomed to study, to read, and to attend lectures, find it a hard job, particularly after a long day's work to get interested in education.

Notwithstanding the slow progress of our educational activities, we must take courage from the fact that the work does go on. We have had in 1921 an attendance of 2,000 at our Unity Centers and all our courses in New York City. In 1922 this figure climbed to 2,800. This shows growth and there is no reason why the results should not improve in the coming year.

Of one thing we are certain. We are on the right track in the work of labor education. We must improve our work and we must make it more attractive and accessible to our masses. Slow as the progress may seem, it is bound eventually to be an important contribution to the general cause of the enlightenment and emancipation of the working class.

This concludes the report of your Committee on Education.

Fraternally submitted,
Harry Wander, Chairman.
Joseph Fish, Secretary.
H. Aidenland, Local 7.
B. Chasanow, Local 8.
Rose Caplan, Local 9.
M. Brass, Local 11.
A. Berkowitz, Local 17.
D. Blitkin, Local 16.
S. Freedman, Local 20.
Esther Sweltzer, Local 29.
Ph. Levin, Local 36.
Vito Catania, Local 48.
A. Stein, Local 52.
Margaret Leonard, Local 89.
J. Rubin, Local 94.

Delegate Wander: I move that the report of the committee as amended be adopted.

This motion was seconded and unanimously carried.

Vice-President Miss Cohen was given the privilege of the floor in order to supplement the report of the Committee on Education, and was greeted with prolonged applause. She exhorted the delegates to take a more active interest in the work of the Educational Department, and assured the delegates that the money appropriated to the Educational Department would not be spent in vain.

President Schlesinger next called upon Vice-President Ninso for the report of the Committee on Law.

Report of the Committee on Law.

Mr. President and Delegates:

The Committee on Law of this Convention has had to deal with various amendments, which are of greater significance than any amendments before this committee in previous conventions.

The present chaos in industry can be traced back to the world war, which has thrown the people of all countries in a state where the very minds of the people have become so abnormally agitated that it has become a problem as to how to divert their minds into straight thinking, and as to how they can be made to realize the important of the serious problems confronting everyone at this time. Never at any time in history have so many and various important problems confronted the world as in the present era.

The after effects of the world war can also be felt in the rank and file of our organization, though some of our members may have had good intentions with regards to certain matters pertaining to our organization, and we shall not dispute their integrity or their good will. Nevertheless, the methods entertained by this element for extreme radical changes make us feel that it would ultimately
work out to the disadvantage and detriment of our organization.

At this Convention, the Committee on Law has been confronted with amendments that actually surprised every member of the Committee, and while we believe that these amendments have been drafted with all good intentions, nevertheless, the Committee on Law whose members have not studied jurisprudence and do not pretend to be lawyers, have analyzed these resolutions as intelligently and as thoroughly as possible, and we feel that we have done our utmost in considering these resolutions for the benefit of the membership in general, and now we are going to submit to you our report and recommendations.

Upon motion, the preamble was unanimously adopted.

Resolution No. 112.

Introduced by delegations of Local No. 1, No. 9, No. 22 and No. 25.

Section 2, Article 2, Page 6 reads:

"If any special convention of the International Ladies' Garment Workers' Union is called, all delegates of the preceding regular convention who have retained their eligibility in accordance with the provisions of this Constitution shall represent the local unions at such special convention."

To this shall be added the following:

"Unless the local union decides to hold new elections for delegates to such special convention."

The Committee on Law unanimously recommends that this resolution be rejected on the ground that delegates can be instructed by their respective locals to vote according to the wishes of their locals.

Delegate Miss Goodman urged that the resolution be adopted as it would be unfair to force the locals to retain a delegate who did not represent their views.

President Schlesinger: If a decision were not agreeable to several locals and a new convention were called with new delegates, they would make new decisions. And when the delegates came back, if the locals did not like the new decisions they would again elect new delegates to make different decisions, and so on. It would simply be a continuous performance.

Delegate Miss Schwartz argued that a local should have the right to change a delegate at a special convention if it so desires.

Delegate Rothenberg: Suppose a special question arises and a special convention is called? Under the recommendation if a local is not satisfied with its delegation it will nevertheless have to send the same delegation. This is not fair.

President Schlesinger: We expect all kinds of questions to come up, regular and special questions, at our conventions. When delegates are supposed to be properly qualified to represent a local this year, why should he not be competent to represent it next year?

Delegate Katofsky: Suppose the local wants to elect other delegates to a special convention?

President Schlesinger: The local can instruct the same delegates how to vote and the delegates will have to vote accordingly.

Delegate Miss Goodman: According to the recommendation of the committee the same delegates at this convention would be at the special convention, so there would be no new decisions.

President Schlesinger: This is exactly what I mean. If a movement is started in your local and in other locals, to destroy everything that has been done here, under this constitution it will not be so easy for you to do it. (Applause).

Upon being put to a vote the report of the committee was adopted, 126 voting for and 43 against.

Resolution No. 121.

Introduced by delegation of Local No. 22.

RESOLVED, that Article 2, Section 3 of the Constitution of the I. L. G. W. U. shall be amended to read:

"Representations at the Convention shall be upon the following basis: Local Unions with a membership of five hundred (500) or less shall be entitled to one delegate; Local Unions with a membership of more than five hundred (500) but not more than one thousand (1,000) shall be entitled to two delegates; Local Unions having a membership of more than one thousand (1,000) shall be entitled to two delegates for the first thousand and one delegate for each additional thousand or major fraction thereof. The number of members, etc., until end of section."

Resolution No. 156.

Introduced by delegation of Local No. 48.

Article 2, Section 3, Page 7 (first line), to be amended.
Local unions with a membership of not more than two hundred (200) shall be entitled to one (1) delegate. Local unions with a membership of more than two hundred (200), but not more than five hundred (500), shall be entitled to two (2) delegates. Local unions with a membership of more than five hundred (500) and not more than one thousand (1,000) shall be entitled to three (3) delegates. Local unions with a membership of more than seven hundred and fifty (750) and not more than one thousand (1,000) shall be entitled to four (4) delegates.

The Committee on Law discards Resolution No. 121 and Resolution No. 148 and proposes the following amendment:

Local Unions with a membership of not more than two hundred (200) shall be entitled to one (1) delegate. Local Unions with a membership of more than two hundred (200) but not more than five hundred (500) shall be entitled to two (2) delegates. Local Unions with a membership of more than five hundred (500) and not more than one thousand (1,000) shall be entitled to three delegates.

Local Unions with a membership of more than one thousand (1,000) but not more than five thousand (5,000) shall be entitled to three (3) delegates for the first one thousand (1,000) members, and one (1) delegate for each additional one thousand (1,000) members or portion thereof. Local Unions with a membership of more than five thousand (5,000) but not more than seven thousand (7,000), shall be entitled to seven (7) delegates for the first five thousand (5,000) members, and one (1) delegate for each additional two thousand (2,000) members or portion thereof. Local Unions with a membership of more than seven thousand (7,000) but not more than ten thousand (10,000) shall be entitled to ten delegates (10) for the first ten thousand (10,000) members, and one (1) delegate for each additional five thousand (5,000) members or portion thereof. (Rest of the article to remain).

Delegate Miss Levine: The recommendation would mean that the constitution shall remain as it is now. We should not protect the interest of the small locals at the expense of the big locals, which exists today, according to the present constitution.

Secretary Baroff: As the locals are today represented you will find that the large locals have always an opportunity to have their say and the small locals are not so many in number that we need be afraid of them. Don't be afraid of your small brothers and don't try to be the strong ones and defeat them. (Applause).

Delegate Bernstein maintained that the recommendation of the committee did not change the constitution and urged that the original resolution as presented be adopted.

Delegate Heller: The majority of delegates present here come from locals of more or less equal size. It would be folly for us to apply the methods of procedure that is followed by the A. F. of L., where the miners and the carpenters and the machinists, if they combine, their vote can control the convention. We don't want to duplicate that form of organization. We come here as representatives, not of a particular local, but of the entire International, with unbiased minds, and a small local can be as intelligently represented as a large local and is entitled to the same consideration. I therefore urge you to support the recommendation of the committee.

Delegate Miss Rudolph contended that the larger locals have the advantage over the smaller locals, in that the larger locals have the larger number of delegates.

Delegate Bernstein: I amend the report to read that the present clause in the constitution remain as it is.

President Schlesinger: Before putting this question to a vote I want to announce that Local 37 presented a resolution which has been withdrawn. The reasons for withdrawing that resolution were given by me last night at a meeting of the Joint Board of the Cleveland Cloak Makers' Union. This resolution was withdrawn for certain reasons for which none of the delegates of Local 37 or any other local can be blamed. It was done for reasons that the Joint Board of Cleveland has recognized as valid, and there should be no blame put on the delegates.

Delegate Ashpis argued in favor of the recommendation of the committee.

Delegate Green urged the adoption of the original resolution as presented.

President Schlesinger: 90 per cent of our industry is in New York, so if the locals of Cleveland and Philadelphia want to come here in an advisory capacity and let New York decide for you, you might as well have it. Our idea was that the locals in the smaller cities should also have something to say.

Upon being put to a vote the amendment of Delegate Bernstein was carried, 116 voting for and 74 against.

Resolution No. 98.

Introduced by delegation of Local No. 48.

WHEREAS, Section 3 of Article 2 of our Constitution provides that representation at the Convention shall be upon the basis of the average number of members in good standing in the local union during the last six months preceding the month in which the call to the convention is issued; and

WHEREAS, It has been the adopted practice of the Record Department of the I. L. G. W. U. to take the census every six (6) months on July 1st and January 1st of each year, and
WHEREAS, it would be both impracticable and undesirable to take another census immediately after the January census had been taken for the purpose of complying with the strict letter of the above referred section, be it therefore RESOLVED, that the wording in that section be amended to read as follows: "The number of the action taken."

The Committee on Law recommends that this resolution be accepted.

Upon motion the recommendation was unanimously carried.

Resolution No. 170.

Introduced by Louis Langer and Joseph Breznaw.

Article II, Section 4, amend to read as follows:

"Sixty (60) days before the holding of the Convention, the G. S. T. shall notify each local union entitled to representation to elect its delegates to the Convention. The local union, immediately upon the receipt of this notice, shall call a special meeting for the purpose of electing its delegates to the Convention. The election of delegates shall be by ballot, and the number of candidates to be voted for shall be at least double the number of delegates to be elected. The persons receiving the highest number of votes shall be declared elected. In case of death, resignation, disability or other disqualification of a delegate, or upon his failure to serve, the candidate who has received the highest number of votes from among those who have failed of election shall succeed to the vacancy and shall become the delegates with all the rights and privileges thereof. In case a delegate is not seated at the Convention the G. S. T. shall immediately notify the secretary of the local union represented by such a delegate of the action taken."

Resolution No. 198.

Introduced by delegation of Local No. 4.

Page 9, on the 18th line, (strike out paragraph and insert): "At the same meeting a like number of alternates shall also be elected in the same manner as the regular delegates."

The committee on those resolutions is divided and brings two recommendations—the majority is for the adoption of resolution and the minority report is for the following substitute: "Sixty days before the holding of the Convention the G. S. T. shall notify each local union entitled to representation to elect its delegates to the Convention. The local Union immediately upon the receipt of this notice shall call a special meeting for the purpose of electing its delegates to the Convention. The election of delegates shall be by ballots and the person receiving the highest number of votes shall be declared elected. At the same meeting a like number of alternates shall also be elected in the same manner as the regular delegates. In case of death, resignation, disability or other disqualification of a delegate or upon his failure to serve a substitute delegate who has received the highest number of votes shall succeed to the vacancy and shall become the delegate with all the rights and privileges thereof. In case a delegate is not seated at the Convention the G. S. T. shall immediately notify the secretary of the local union represented by such a delegate of the action taken."

Delegate Ashpis: Delegate Ninfo delivered the minority report. The majority report favored Resolution 170. No man with ambition will run as alternate delegate.

Delegate Shane stated that the minority report represented the clause in the constitution as it is today and urged the delegates to adopt the minority report.

Delegates Bernstein, Amdur and Jacobson argued in favor of the majority report in substantiation of Delegate Ashpis’s argument.

Upon being put to a vote the majority report was carried.

Resolution No. 63.

Introduced by delegation of Local No. 4, Baltimore, Md.

WHEREAS, our constitution provides that a member has a right to be a delegate to an international convention either from his local or any other local, be it therefore RESOLVED, that this clause be amended by this Convention to read that at an international convention no member has a right to represent any local other than his own.

The Committee on Law unanimously recommends the acceptance of this resolution with the following addition:

"Unless he or she is in the service as an officer of the local, and not less than three (3) months prior to the election of delegates to the Convention. This law shall not be applicable to the general organizers."

Delegate Shane: I amend the report of the committee to read six months instead of three months.

Delegate Ashpis argued that three months was sufficient, and urged the delegates to adopt the report of the committee.
Delegate Heller stated that the fact that a man had been elected an officer of his local should be sufficient to permit him to be a delegate at a convention, particularly after three months' time.

Delegate Perlmutter urged the recommendation of the committee be adopted.

Delegate Shane withdrew his amendment and upon being put to a vote the recommendation of the committee was carried.

Resolution No. 167
Introduced by Louis Langer and Joseph Breslaw.

Article II, Section 6, amend to read as follows:
“Delegates shall present to the Credential Committee of the Convention their credentials signed by the Chairman and Secretary of the local union under the seal of the local union, and also of all dues and assessments. The Credential Committee shall report its findings to the Convention and the Convention shall have the supreme power to pass upon the qualifications and eligibility of delegates and their right to a seat in the Convention. The Secretary of each local union shall mail to the G. S. T., at least sixty days prior to the holding of the Convention, a full list of the candidates with a statement of the number of votes cast for each of them respectively.”

Resolution No. 175.
Introduced by Louis Langer and Joseph Breslaw.

Article II, Section 6, amend to read as follows:
“Delegates shall present to the Credential Committee of the Convention their credentials signed by the Chairman and Secretary of the local union, under the seal of the local union, and also of all dues and assessments. The Credential Committee shall report its findings to the Convention, and the Convention shall have the supreme power to pass upon the qualifications and eligibility of delegates and their right to a seat in the Convention. The Secretary of each local union shall mail to the G. S. T., at least sixty days prior to the holding of the Convention, a full list of the candidates with a statement of the number of votes cast for each of them respectively.”

Resolutions 167 and 175 are the same.

The Committee on Law recommends the concurrence of these resolutions substituting the words twenty days, instead of sixty days.

Upon motion the recommendation was unanimously carried.

At this point President Schlesinger introduced Mrs. P. Shapiro, President of the Cleveland Ladies Auxiliary of the Jewish Consumptives’ Relief Society of Den-
Resolution No. 106.
Introduced by delegations of Locals Nos. 1, 9, No. 22 and No. 25.

Section 12, Article 2.
Any decision of the Convention shall be subject to a referendum vote of the membership if one-third of the delegates at the convention so request.

The Committee on Law unanimously recommends the rejection of this resolution.

Upon motion the recommendation was carried 104 voting for and 48 against.

Resolution No. 118.
Introduced by delegations of Locals Nos. 1, 9, No. 22 and No. 25.

Section 1, Article 3, Page 18.
Change the words "Vice-Presidents" to "members of the General Executive Board."

The Committee on Law recommends the rejection of this resolution for it does not see any importance in it or any benefits derived therefrom.

Delegates Katofsky and Miss Levine argued in favor of the resolution. Upon being put to a vote the recommendation was carried.

Resolution No. 113.
Introduced by delegations of Locals Nos. 1, 9, 22 and 25.

Section 1, Article 3, Page 14 shall read as follows:
"The General Officers of the I. L. G. W. U. shall be the General President, General Vice-President, General Secretary-Treasurer and twelve (12) General Executive Board members, of whom six (6) shall be residents of New York City and members of New York locals; the remaining six (6) shall reside outside of New York and be members of locals outside of New York."

Referred to Committee on Law.

The Committee on Law recommends the rejection of this resolution.

Upon motion the recommendation was carried.

Resolution No. 157.
Introduced by delegations of Locals 2, 5, 7, 15, 26, 37, 63 and 94.

WHEREAS, the activities of the General Executive Board of the International Ladies' Garment Workers' Union requires a larger number of General Executive Board members to participate and supervise increased activities, be it therefore

RESOLVED, that Article 3, Section 1 of the Constitution to read: "The General Officers of the International Ladies' Garment Workers' Union to consist of the President, General Secretary-Treasurer and fifteen Vice Presidents, eight of whom should be elected from the City of New York."

Resolution No. 153.
Introduced by delegation of Local No. 17.

WHEREAS, the activities of the International Ladies' Garment Workers' Union have been extended lately to the various parts of the country, and WHEREAS, the problems confronting the International Ladies' Garment Workers' Union in the next few years are of a very serious nature, and it will require the attention and consideration of everyone with ability to give all his time and energy to the solution of these difficult problems in the ladies' garment industry, be it therefore

RESOLVED, that the General Executive Board be increased in number from thirteen to fifteen, and that the clause in the constitution, which provides that "the General Executive Board shall consist of thirteen members, seven of whom shall be representatives from the city of New York, and six representatives from other parts of the country," be amended to read: "the General Executive Board shall consist of fifteen members, eight of whom shall be representatives from the city of New York, and seven representatives from the various other parts of the country."

The Committee on Law recommends the adoption of Resolution No. 157 with the substitution that a quorum shall consist of nine (9) members.

Delegate Wexler: I should like to know why two years ago when we asked for two more members on the General Executive Board, and when we needed them one hundred per cent more than now, we were refused our request, whereas now, when the time is not ripe for it, the committee makes such a request. I urge you to reject the recommendation, as it is untimely and uncalled for.

Delegate Berlin accused the movers of the resolution of playing politics, and maintained that its real purpose was to get a certain man a job on the Board.

Delegate Nagler criticized Delegate Berlin of making a gallant speech. He stated that he was concerned not with what occurred two years ago, but with the present day issues, and he argued that in conjunction with the broad organization program that had been adopted, two additional members of the General Executive Board were desirable as they could act as organizers.

Delegate Heller accused Delegate Berlin of injecting personalities into the discussions, instead of arguing on the issue.
Sixteenth Convention of the I. L. G. W. U.

He maintained that the sponsors for the resolution had in mind only the welfare of the International, and that it would give the International two more trained leaders.

Delegate Shane stated that the proper place to train leaders was in the Educational Department. He maintained that it was untimely to add any more members to the General Executive Board.

Delegate Metz heatedly resented the illusory to personal or political motives as charged by Delegate Berlin.

Delegate Miss Goldberg opposed the recommendation of the committee. Upon motion the report of the committee was adopted, 122 voting for and 82 against.

Resolution No. 168.

Introduced by Louis Langer and Joseph Breslaw.

Article IV, add new section to be known as Section 2a, and to read as follows:

"The G. E. B. shall be authorised to enter into relations, by way of affiliation or other form of co-operation, with other labor organizations in the needle industry operating in this country or organized on international scale, and to appoint delegates or other representatives to represent the I. L. G. W. U. at conventions, conferences or other delegated bodies of such organizations."

The Committee on Law recommends the concurrence in this resolution.

Upon motion recommendation was unanimously adopted.

Resolution No. 117.

Introduced by delegations of Local 9 and Local 25.

Section 2. Article 3 (Additional paragraph to be known as Section 2-a) All general officers shall be subject to recall by an affirmative vote of locals representing a majority of the membership of the I. L. G. W. U. Each local shall have a vote proportional to the number of its good standing members at the last preceding convention. The recall of any general officer may be demanded by a number of locals representing one-fourth (1/4) of the membership of the I. L. G. W. U. When such a demand is made upon the G. E. B. said demand shall, within thirty (30) days, be submitted to the general membership of the I. L. G. W. U. through their respective locals for a referendum vote.

The Committee on Law unanimously recommends the rejection of this resolution on the ground that a general officer in overruling an autocratic stand of one or more of the big locals for the protection of the one or more small locals can create a dissatisfaction or antagonism of leaders who as a revenge will use this amendment if adopted and minimise not only the executive power of the members of the General Executive Board but will make of them the vassals of the leaders of the big locals.

President Schlesinger: My opinion is that every officer elected by the International should sign his resignation before he goes into office, so that if any charges are preferred against him and the charges are proved, his resignation is already there.

Upon motion the recommendation was carried, 130 voting for, 35 against.

Resolution No. 75

Introduced by delegates of Local No. 9. WHEREAS, the election of officers of the I. L. G. W. U. at the convention involves itself in the election of certain people, and

WHEREAS, due to these campaigns for the election of General Officers, the delegates to the Convention are unable to give due consideration to the questions that are before the Convention, and

WHEREAS, it is generally undemocratic that the highest officers of the I. L. G. W. U. are not elected directly by the thousands of members of the I. L. G. W. U., be it therefore

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. goes on record favoring the nomination of General Officers by the Convention and their election by the membership of the I. L. G. W. U.

This resolution has been received by the Resolution Committee and was referred to the Committee on Law. It is the opinion of the Committee on Law that this resolution should be rejected on the ground that the delegates to the Convention represent the wishes of their respective Locals and they are in a better position to vote upon the qualification of those who for two years are going to lead our I. L. G. W. U.

Upon motion, the recommendation was carried.

Resolution No. 105

Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.

Section 3. Article 3, Page 15, should read as follows: "The election shall be by ballot, those receiving the highest number of votes shall be elected. Whenever there is but one candidate nominated, the election may be by acclamation. The Convention, while electing the General Executive Board, shall, at the same time, and in the same manner, elect six (6) alternates who shall, according to their rotation, be seated as members of the General Executive Board, in the event a vacancy occurs by reason of resignation, expulsion, disability or death of any regularly elected member of the Board." (Section 13 of Article 3 is hereby repealed.)
The Committee on Law recommends the rejection of this resolution.

Delegate Miss Goodman: At present only the majority are represented in the General Executive Board. Since we are a democratic organization, the minority, too, should be heard.

Delegate Jacobson argued in favor of the resolution.

Upon being put to a vote, the recommendation was adopted.

Resolution No. 111
Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.
Section 10, Article 1, Page 17.
Eliminate word "first" from the first sentence.

The Committee on Law recommends the rejection of this resolution.

Upon motion, the recommendation was unanimously carried.

Resolution No. 110
Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.
Section 1, Article 4, Page 21.
Change the words "Vice-Presidents" to "members of the General Executive Board."

Local No. 1 withdraws from this resolution.

The Committee on Law recommends that this resolution be rejected.

Upon motion, recommendation was unanimously adopted.

Resolution No. 109
Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.
Section 3, Article 4, Page 24, shall read in conclusion:
No member of the General Executive Board shall be eligible to serve as a paid General Organizer.

The Committee on Law recommends the rejection of this resolution.

Delegate Shane argued in favor of the resolution, maintaining that an organizer should not supervise his own work.

President Schlesinger maintained that in the case of an emergency, such as a strike, it was often necessary to send a member of the General Executive Board to act in an organizing or supervisory capacity, and that as a matter of practicality it was essential that a General Executive Board member have that authority.

Upon being put to a vote, the recommendation was carried.

Resolution No. 148
Introduced by delegation from Local No. 1.
Article 6, Section 2, Page 25, should read:
Only one local union of the same branch of same trade shall exist in one city or locality. Wherever more than one local union is in existence, the General Executive Board shall be instructed to amalgamate same into one local union.

The Committee on Law believes that the law provided in Article 5, Section 2, is sufficient. If it is a question of amalgamation of existing Locals, it is not a matter for the Law Committee. The committee therefore recommends the rejection of this resolution.

Delegate Bleiman urged the adoption of the resolution, maintaining that under present conditions, it is possible for men, doing the same work, in the same shop, to belong to four different Locals.

Delegate Kaplan supported him in his contention.

Delegate Lefkovitz argued that the people should come together by understanding and law, and not by force.

Delegate Miss Kaplan, while corroborating Delegate Lefkovitz's remarks, nevertheless urged the convention to merge the various Locals covering one trade, and maintained that the General Executive Board was the proper body to carry out the work of amalgamation.

Delegate Langer delivered an oration on the record of Locals 1, 11 and 17 and stated that it would be a crime to merge these three Locals.

President Schlesinger stated that the resolution was improperly worded, and if it were adopted it would mean, for example, that the Italian Local would have to be dissolved.

Upon being put to a vote, the recommendation of the committee was unanimously adopted.

Resolution No. 177
Introduced by Louis Langer and Joseph Breslaw.
Article VI, Section 6, add at the end of the Section:
"No L. U. or any official or committee of such L. U. shall in his or its official capacity discriminate in favor of one candidate or set of candidates as against the other, or advocate the election or the defeat of any candidate or candidates by means of circulars, advertisements, or other publications purporting to originate from such official or committee or an official capacity. On the day of election, no dishonesty shall be allowed either on the part of the officials or the members of such official capacity."

The committee therefore recommends the rejection of this resolution.
The Committee on Law recommends to concur in this resolution.

Delegate Shane: I amend it to include all official bodies or its committees.

This amendment was seconded.

Delegate Hyman: I further amend it to strike out the words "On the day of the election." This was seconded.

Upon being put to a vote, the recommendation of the committee, as amended by Delegates Shane and Hyman, was unanimously adopted.

Resolution No. 128
Introduced by M. Toochman, B. Chazanow, S. Dreifsznky and F. Rosenfarb, delegates Local No. 3.

Article 6, Section 6. shall be amended as follows:
Each local Union must elect a President, Financial Secretary and Recording Secretary, and shall also elect all other paid or unpaid officers.

The member receiving the highest number of votes shall be declared elected to each respective office. This shall include business agents for the Joint Board.

The local Union shall, also, select an Executive Committee, and all committees, which it may deem necessary, and such officers and committees shall perform the usual duties pertaining to their respective offices. All such officers and committees shall be elected for a term of not more than one year.

The Committee on Law recommends the rejection of this resolution on the ground that Article 5 on Page 5 of the amendments adopted at the Chicago convention is sufficient if such system is wanted by the Locals.

Delegate Aidenland maintained that the resolution.

Delegate Aidenland maintained that the members of a local are better qualified to elect their own business agents, and urged that the resolution be adopted.

Delegate Heller: If all Locals should elect their own business agents, there would be more business agents than are required, and therefore it should be left to the Joint Board.

Upon being put to a vote, the recommendation of the committee was adopted.

Delegate Schub: I move that tomorrow at 2:00 P. M. this Convention as a special order of business proceed with the nomination and election of officers.

This motion was seconded and carried.

Delegate Gorenstein: I move that as a special order of business we take up the report of the Committee on Officers' Reports at 9:30 A. M. tomorrow.

This motion was seconded and carried.

The following additional resolutions were introduced:

Resolution No. 207

Introduced by delegation of Local No. 29.

WHEREAS, there are two scales of wages prevailing in the different branches of the Ladies' Garment Industry, and

WHEREAS, the scale for women workers is usually lower and because of that, the employer takes all the opportunities to exploit and play one sex against the other, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union goes on record in adopting one scale for men and women.

Referred to Committee on Resolutions.

Resolution No. 208

Introduced by delegation of Local No. 37.

WHEREAS, there are different scales of wages established for the workers of the different branches of the cloth, skirt and dress industry, and

WHEREAS, the pressers are in most cases having a lower scale than the workers of the other branches, be it therefore

RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union, goes on record in deciding to instruct the incoming General Executive Board to see to it that these scales should be equalised.

Referred to Committee on Resolutions.

It being 10:00 P. M., the session adjourned to reconvene Friday, May 12, 1922, at 9:30 A. M.
Lawrence, Mass., May 11, 1922.

Secretary, Convention International Ladies' Garment Workers' Union, Convention Hall, Cleveland, O.:

Twenty thousand textile workers at Lawrence, Mass., fighting against wage cuts, appeal to garment workers for quick relief. Have battled seven weeks on own resources; now with backs against the wall. Funds all gone. Must feed thousands. Look to labor elsewhere for help. We have always answered calls regardless of affiliations. Ask you suspend rules if necessary to vote emergency relief. Will appreciate reply. Wire word of encouragement that action was taken.

Lawrence Strike Committee.

Florence Shokman, Secy., 130 Essex St.

New York City, May 11, 1922.

Benj. Schlesinger, President, International Ladies' Garment Workers' Union.

Statler Hotel, Cleveland, O.:

Italian Branch, Second Assembly District, Socialist party, send greetings to your Convention. Wishing you success and many years of skilled leadership in the glorious International for the emancipation of the working class.

Leonardo Piriola, Chairman.

133 MacDougal St.

President Schlesinger: The special order of business this morning is the report of the Committee on Officers' Report. President Schlesinger called upon Israel Peinberg, Chairman of the Committee to read this report:

Officers' Report Committee

Your Committee on Officers' Report, confronted with the duty of reviewing the work of our General Executive Board for the last two years—a most trying period in the history of the American Labor Movement—has felt very keenly indeed, the task it has before it. It was not merely a report of the activities of fifteen men comprising the membership of the Board, that it was supposed to analyze and pass upon, but a chapter of history involving the lives, fate and destiny of over a hundred and thirty thousand men and women, who work in our industries, and, perhaps, a million more human beings—their dependents.

It was a graphic tale of fighting and struggling under conditions totally different from the years that preceded this administrative term of our International; two years of unprecedented, stubborn resistance.

In going over this historic report, we find chapter after chapter demonstrating the tremendous struggles that our International has gone through in this period in the interest and for the welfare of our entire membership. We can only say that they have performed their work like true, faithful generals, with but one object in view, to lead our membership through these critical stages victorious, and with the hopes and aspirations of making their lives finer, brighter, happier.

The open-shop movement, inaugurated by the greedy captains of industry, under the so-called American plan has had no effect on our International. It did accomplish this much: Our employers, encouraged by the crisis that followed the few years of prosperity during the late war, when the captains of industry began their counter-attacks against organized labor, challenged us to battle. It was a severe test. The sacrifices were great; but we withstood the attacks, and frustrated the aims of our manufacturers to destroy our organization.

It was in this historic light that your Committee, as impartial reviewers, who have come to study the situation instead of criticizing it, have carefully gone over the splendid material contained in the volume of the report presented to it for consideration. We have gone over each skirmish, each battle in the chapters of this historic report, and interpreted each instance by the light of the circumstances of the particular period through which we have passed. We have been charged with the duty of examining two years of history, and we hope that in accomplishing the task set before us we have risen to the proper point of view, and that we shall be able to give you our recommendations and suggestions in a spirit of genuine fraternity and loyalty, imbued with the ultimate ideal of attaining the greatest measure of welfare for our general membership.

Twenty-five pages of this report are devoted to the Cloak Industry of New York. It is a remarkable story of a great struggle bravely fought and gloriously won; of a victory won by the International in the everlasting struggle for the principles and ideals of our organization. The story of the never-to-be-forgotten cloak strike of 1921 and 1922 will be written in the history of the entire labor movement as the most glorious achievement in the struggles of organized labor. Our General Executive Board with President Schlesinger as its leader, and spokesman, lead the army of cloakmakers, whose fame as a most perfectly disciplined, well-trained, class-conscious workers is well established throughout the labor movement of the whole world. We can say without fear of contradiction that greater strategy, tact and wisdom was never displayed by any other organized body in the past.
The most conspicuous and interesting feature of this struggle was the use, by the Union, of a weapon, which has, at all times, and still is, been the horror of the workers. We mean the injunction. There can hardly be recalled a struggle of the workers in the history of the American labor movement where employers failed to use the injunction as a means of depriving our workers of the right of peaceful picketing. There has never, however, been a time when the workers applied the same medicine to the employers. This time, however, we surprised them, we made them taste the bitter pill which they have always made our workers swallow. The injunction has not, however, been accepted by us as a principle, but as one of the methods to be used by force of circumstances at a particular time—and we congratulate our Executive Board for grasping this opportunity and using this method to the advantage of our Union.

The second great feature in our campaign with our manufacturers, is the historic Supplementary Agreement, entered into between the Protective Association and our Union, on June 3, 1921. This kind of agreement was an attempt—perhaps for the first time in the history of Collective Agreements—to establish a workable instrument for the amicable adjustment of complaints arising between employers and workers. To our regret, however, we must admit that some of our people did not understand it, and were carried away by a wrong interpretation placed upon it by individuals who never took the pains to make a study of conditions in our Union, but, nevertheless, took it upon themselves to criticize and bring turmoil in our ranks.

In concluding our remarks on the New York situation, we wish to state that notwithstanding all that our members stood by the organization, and when the strike call was issued on November 14, 1921, the response and spirit of our membership was magnificent, and the harmony and solidarity in our ranks was applauded throughout the labor movement of the world.

While speaking on the cloak situation of New York, we must remember that the attack was a general one against our International—country-wide—and that to its everlasting fame be it said that the International withstood the attack everywhere, and defeated the aims of our employers. Some of our locals are still in the fight, such as Baltimore, Toledo, Toronto, and other centers. We have not lost hope for a single moment, however, that they will ultimately meet with victory, and we are, and always will be, ready to lend them a helping, brotherly hand.

Your committee feels that this splendid stand taken by the International can well serve as a lesson, and as good advice for the employers in the women's apparel industries that it is far more advisable to settle disputes with our workers in a peaceful manner than in an open fight. Your committee, therefore, after going over the entire situation dealing with the cloak industry in New York, can only pay the highest tribute, and applaud the action of the General Executive Board and its splendid accomplishment.

Waist and Dress Industry

The waist and dress industry is another great factor in the life of our International Union. It has gone through fights and struggles for the maintenance and existence of the standards gained by our International. Since the last Convention, a great change has taken place in the life of the Waist and Dress-makers' Union of New York City. We have in mind the formation of a Joint Board, which, in its very nature, expresses the centralization of all forces into one body in order to protect the well-being of the waist and dress makers. They, too, like the cloakmakers, had to accept challenge upon challenge from the employers. In all these attacks the Waist and Dressmakers' Union of New York, and all its locals, proved to be brave and courageous in their resistance; but, to our regret, we must state that after the struggles that this Union had to go through, which of necessity should have called for the solidifying of their ranks, it happened that internal turmoil caused by various factions, due to certain contesting ideas, neglected to take care of their own affairs. Instead of trying to improve the conditions from time to time, to make their lives more livable and their Union stronger, their conditions more secure, they instead took up questions of a purely foreign nature, and as a consequence of that, constant friction and dissention became the predominant feature with a good many irresponsibles. The committee, therefore, is of the opinion that such actions must cease and cannot be tolerated within the ranks of our International. It is, therefore, advisable that the incoming General Executive Board take cognizance of this fact and makes it its duty, from time to time, to be in touch with the
big masses of members and explain to them that such a course, if continued to be pursued will eventually result in the complete disruption and breakdown of their Union, and the members will become a prey of their employers. It is our desire that our International Union shall, in the future, as heretofore, solidify the ranks of the Waist and Dressmakers’ Union, and so make it impossible for irresponsibles to stand in the way of progress of this great organization.

While on the subject of the Waist and Dressmakers’ Union, your committee has received the following resolutions:

Resolution No. 60

Introduced by delegation of Local No. 10.

WHEREAS, there are in New York City two dress locals controlled by two different Joint Boards, and

WHEREAS, we find this division of the dressmakers into two locals to be detrimental to their interests, and

WHEREAS, the conditions in the dress industry today are such that they require the closest co-operation of the two locals in questions in order to effect a more solid and united front against the aggressiveness of the employers in the industry, and

WHEREAS, It is essential that the entire organization of the workers in the dress industry be placed under one efficient management, and

WHEREAS, the experience of past years has proved conclusively that the Joint Board of Cloth and Skirt Makers’ Union is an organization capable to meet and handle the industrial situation with success at all times, be it therefore

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. gave an record in favoring this amalgamation, and be it further

RESOLVED, that the incoming General Executive Board stand instructed to take immediate steps toward the establishment of one Joint Board of Cloth and Skirt Makers’ locals in New York City under the jurisdiction of the Joint Board of the Cloth, Skirt and Reefer Makers’ Union, within sixty days after the adjournment of this Convention.

Resolution No. 9

Introduced by Harry Berlin, Delegate of Local No. 10, on behalf of the Waist and Dress Joint Board of New York.

WHEREAS, the General Executive Board in accordance with the decision of the 15th Biennial Convention of the I. L. G. W. U. has organized the Joint Board of the Dress and Waist Industry of Greater New York and vicinity, and

WHEREAS, the formation of such a Joint Board was intended to benefit the workers of the Dress and Waist Industry by uniting the control of the industry and centralizing the work of the organization, and

WHEREAS, the General Executive Board also has chartered the Dressmakers’ Union of Greater New York, Local No. 22, and

WHEREAS, Local No. 22 is a part of the locals making up the above mentioned Joint Board of the Dress and Waist Industry of Greater New York and vicinity, and

WHEREAS, in accordance with the constitution it is the object of the Joint Board to take care of the conditions in the shops and it is also responsible for the organization of the non-union shops of the industry, and

WHEREAS, there is another local, a part of the Joint Board Cloth, Suit, Skirt, and Reefer Makers’ Union, which also controls the dress shops, and

WHEREAS, the existence of two such locals in the same industry is subversive to the interests of the workers and interferes with the workings of the Joint Board Dress and Waist Industry, and

WHEREAS, there is another local, a part of the Joint Board Cloth, Suit, Skirt, and Reefer Makers’ Union, which also controls the dress shops, and

WHEREAS, the existence of two such locals in the same industry is subversive to the interests of the workers and interferes with the workings of the Joint Board Dress and Waist Industry, and

WHEREAS, the incoming General Executive Board stand instructed to immediately proceed with the transferance of the control of all the dress shops to the Joint Board Dress and Waist Industry, and the transferance of all the dressmakers to Local No. 22, the Dressmakers’ Unions of Greater New York, and that all the dress and waist makers who are members of Local No. 46 be transferred to Local 46.

Delegate Halpert: Resolution No. 9 was introduced by the Joint Board of the Waist and Dressmakers’ Union.

Resolution No. 27

Introduced by delegation of Local No. 22.

WHEREAS, the 15th Biennial Convention of the International Ladies’ Garment Workers’ Union decided to establish a Joint Board in the Dress and Waist Industry of the City of New York and instructed the General Executive Board to immediately take steps to carry out same, and

WHEREAS, at the same convention, Resolution No. 115 was introduced asking the convention to instruct the incoming General Executive Board to bring about the amalgamation of the two Dressmakers’ Locals No. 22 and No. 23, and

WHEREAS, the Committee on Officers’ Report considering this resolution states: “It is quite obvious that our proposal for the creation of a Joint Board within Local No. 23 does away with the necessity of taking action upon this resolution (115) as well as the preceding one (relating to the same question) meaning thereby the transfer of the control of all dress shops in New York City to such a dress and waist Joint Board, and

WHEREAS, the above decision about the formation of a Joint Board in the dress and waist industry of the city of New York has been carried into effect and representatives of the Joint Board and the dressmakers’ local have appeared at the meetings of the General Executive Board held in the cities of Boston, Baltimore and St. Louis asking that the decision of the Convention about the amalgamation of the dressmakers’ locals No. 22 and No. 23 of the City of New York be effected, and the General Executive Board failing to take definite action on such request, and

WHEREAS, the existence of two dressmakers’ locals in one and the same city does not only work hardships and create complications in the management and control of the industry by the Joint Board of the Dress and Waistmakers’ Union but is also in violation of the letter and spirit of our constitution, be it therefore
RESOLVED, that this convention instruct the incoming General Executive Board to immediately proceed with the transferring of the dress shops under the control at present of Local No. 23 to the control of the Joint Board of the Dress and Waistmakers' Union, and the trasfer of the dressmakers, present members of Local No. 23 to the Dressmakers' Union, Local No. 22.

Resolution No. 122.

Introduced by delegation of Local No. 22.

WHEREAS, the presence of the term "dressmakers" in the charter name of Local No. 22 and Local 23 is the cause of continual jurisdictional disputes, and

WHEREAS, the existence of two dressmakers' locals in one and the same city is a violation of the letter and the spirit of our constitution, and

WHEREAS, Local No. 22 has by far the largest number of dressmakers in its membership and pragmatically controls the dress trade of the City of New York, be it therefore

RESOLVED, that this Convention goes on record eliminating the word "dressmakers" from the charter name of Local No. 23.

Resolution No. 83.

Introduced by delegation of Local No. 22.

WHEREAS, the dress trade in New York City is controlled and managed at present by two Joint Boards, namely, the Cloak, Skirt and Reefer Makers' Union and the Joint Board of the Waist and Dress Makers' Union, a fact which is admitted by all to be detrimental to the interests of the workers engaged in that industry, and

WHEREAS, the dress trade in New York is poorly organized and Local No. 22, belonging to the Waist and Dress Joint Board, has shown no progress in organizing and controlling in a stable manner the large number of non-union dress shops in New York, and

WHEREAS, each season more and more cloak and skirt manufacturers are going into the dress line, either manufacturing on their own premises or making their work in sub-manufacturers' shops, and

WHEREAS, as a result of this, whenever we have a general strike or even in case of individual strikes, our employers have an opportunity of going on with their dress business and prolonging the strikes because of the fact that the dress trade is controlled by a different Joint Board with different agreements, be it therefore

RESOLVED, that the Eighteenth Convention of the I. L. O. W. U. decide that the entire dress industry of New York City shall be under the control and management of the Joint Board of the Cloak, Skirt and Reefer Makers' Union, which is best fitted to organize the trade and to combine all locals in the dress industry, placing the employers manufacturing cloaks, skirts and dresses under one and the same agreement.

The Committee, after listening carefully to the delegations from Locals 22 and 23, and after going through the entire matter, recommends the following:

While we recognize the fact that the industry, as it exists today, requires a more unified control by one central body, we must, however, recognize the fact that at this time an understanding has not yet been reached to make possible such a move. We, therefore, recommend that a special board, composed of members from both Joint locals, be established, the functions of which shall be:

1.—To take up all differences which may arise between the two above named locals.

2.—This Board shall also have as its purpose the creation of a better understanding between the members of the two locals, which, we believe, will ultimately lead to a satisfactory solution of the problem.

Delegate Etkind presented a minority report, that all the dressmakers of New York come under the control of the Joint Board of the Cloak, Skirt and Reefer Makers' Union and that the General Executive Board be instructed to carry this through.

Delegate Schub: I move to adopt the minority report.

This was seconded.

Delegate Wander: I amend the report that the General Executive Board be instructed to make a study of the conditions in the dress industry, and they should be the ones to decide to what Joint Board the dress industry should belong.

This was seconded.

Delegate Rothenberg urged the adoption of the majority report, maintaining that if the minority report were adopted, it would mean civil war.

Delegate Hochman: I am against turning the dressmakers over to the Joint Board of Cloakmakers on the ground that we know our own people, we know their psychology better than the cloakmakers. You cannot force people to do things against their will, and I therefore urge you to adopt the majority report.

Delegate Berlin spoke in favor of the minority report, claiming that the majority report merely dodged the issue and would accomplish no change.

Delegate Pinkofsky urged the adoption of the minority report, claiming that the majority report would accomplish nothing.

Delegate Aidenland spoke in favor of the majority report, maintaining that the adoption of the minority report would mean that the two locals would be forced to combine against their will.
Delegate Antonini brought out the fact that Locals 50 and 41 were also involved in the question at issue. He stated that the same question had been taken up at the last convention without anything being accomplished and that if the majority report were adopted there would be no results accomplished at this convention either. He maintained that it was absolutely essential to solve the problem once and for all and urged the convention to adopt the minority report.

Delegate Sigman maintained that the existence of two locals in the one trade was a very demoralizing force to the membership, particularly in times of strike. He urged the convention to go on record to amalgamate both locals, and that a special committee be appointed to decide to which Joint Board the amalgamated local should belong, subject to the approval of the General Executive Board.

Delegate Prisant spoke in favor of the minority report.

Delegate Farber: We all agree on the necessity of merging the two locals. The question is as to where the unified local shall belong. The only solution would be for each branch of the industry to have its own Joint Board and have a District Council.

Upon being put to a vote, the majority report of the Committee was carried.

Resolution No. 124.

Introduced by delegation Local No. 22.

WHEREAS, the workers employed in our industry are working under two systems, namely: piece-work and piece-work, which is causing antagonism and slain among the workers engaged under these two systems of work, and

WHEREAS, the settling of prices in the various shops makes it impossible for our union to standardize the wages and earnings of our members in our industry, and

WHEREAS, the settling of prices by the workers in the various shops tends to degrade and demoralize the character of our union as a consequence of their constant conflicts with the employers in the bartering and haggling for prices, and

WHEREAS, the piece-work system drives the workers to self-intensified slavery and exploitation and makes for jealousy caused by the late, styles and big bundles for which they often reduce prices, therefore be it

RESOLVED, that this convention goes on record in adopting the piece-work system in our entire industry which will do away with the evils resulting from piece-work and the competition and friction between worker and worker and will standardize the wages in our industry thus strengthening our organization, uplifting the economic, moral and spiritual standing of our membership.

In connection with the Waist and Dress Industry, we have also received a resolution calling for the inauguration of the week-work system in the entire industry. Your Committee recommends the adoption of this resolution.

Upon motion the recommendation was unanimously adopted.

Your Committee has received the following resolution:

Resolution No. 96.

Introduced by delegation Local No. 50.

WHEREAS, there are a number of locals in the City of New York whose members are engaged in the making of dresses, and

WHEREAS, time and again there have arisen jurisdiction questions between one local and another, and

WHEREAS, the standards and conditions are different in the various locals and it being so, there is competition between one shop and another resulting in lowering the standards of the better paid workers, be it therefore

RESOLVED, that the 16th Biennial Convention in Cleveland, assembled instructs the incoming General Executive Board that immediately after the adjournment of this convention, they organize a joint board of the entire dress-making Industry of Greater New York, embodying Locals Nos. 10, 22, 23, 41, 50, 60, 66, 89 and 58.

WHEREAS, after listening to the explanation by the delegation from Local 50, recommends a substitute resolution, for the original, which shall read: That immediately after the adjournment of this Convention, Local 50 shall become a part of the Joint Board of the Waist and Dress Industry of Greater New York, in accordance with the decision of the Chicago convention in 1920.

Upon motion, the recommendation was unanimously adopted.

Resolution No. 53.

Introduced by Local No. 89.

WHEREAS, the Constitution of the International Union provides for the formation of a District Council in each and every city where two or more Joint Boards exist for the purpose of better concentrating all our forces and strength under the control of one body especially as regards the work of organization, and

WHEREAS, the District Council has remained merely a matter of words on paper and has never been put into execution or functioned in any way, and

WHEREAS, in the City of New York there are at the present time three Joint Boards, namely: the Joint Board of Cloak & Suit Makers' Unions; Joint Board of Dress & Waistmakers' Unions, and Joint Board of Children's Dress, Bathrobe & House Dreamakers' Unions, as well as many
individual locals working under different man-
genments which come in conflict with one an-
other especially as regards the question of jurisd-
iction, thus creating an enormous waste of our
financial resources which would be saved if the
work were directed by one body, and
WHEREAS, the question of jurisdiction is
still an open one in the dress industry, it being
under the control of two Joint Boards, and
WHEREAS, the workers in our industry find
it an easy matter to transfer from one branch
of the trade to another, such as waistmakers becom-
ing dressmakers and dressmakers becom-
ing cloakmakers; it also being a frequent oc-
currence to find members of the two Joint
Boards working in the one shop, be it therefore
RESOLVED, that this 16th Convention of the
International Ladies' Garment Workers' Union,
duly assembled in Cleveland, Ohio, instruct the
incoming General Executive Board to immedi-
ately proceed with the formation of one Joint
Board comprising all the locals of the city of
New York, under the heading of the "Joint
Board of Ladies' Garment Workers of the City
of Greater New York."

On Resolution No. 53, your committee
comments as follows:

Your Committee is convinced that the
formation of a body embracing all the locals
in the city of New York is impracticable
due to the complications existing in the
various industries. We, therefore, recom-
mand the non-concurrence of this resolu-
tion.

Delegate Heller: Point of Order—The
Committee on Resolutions in its report,
acted upon a resolution which called for
the establishment of a District Council of
all local unions of Greater New York and
vicinity. Consequently the request for the
establishment of a Joint Board is out of
order.

President Schlesinger: The point of
order is well taken and the resolution is
ruled out of order.

The following resolution was received:

Resolution No. 44.

Introduced by delegation of Local No. 60.

WHEREAS, the Dress and Waist Pressers of
New York City were formerly affiliated with
the Ladies' Waist and Dressmakers' Union,
Local No. 25, as a branch of that local, known
as the Pressers' Branch, and

WHEREAS, the General Executive Board of
the I. L. G. W. U. saw the necessity of char-
terizing said branch as an independent local,
and had issued a temporary charter to the
Dress and Waist Pressers to be known as the
Dress and Waist Pressers' Union, Local No. 60,
and

WHEREAS, since Local No. 60 was char-
tered it has succeeded in solidifying the ranks
of the Dress and Waist Pressers, and in stand-
ardizing the conditions of the Pressers in the
Dress and Waist Industry, be it therefore

RESOLVED, that we hereby petition the dele-
gates assembled at the Sixteenth Biennial Con-
vention to affirm the action of the General Ex-
ecutive Board and to make this temporary char-
ter permanent.

Your Committee is of the opinion that the
two presser locals in the city of New York
should work jointly, and harmoniously to-
gether for the welfare of the members of
both locals, 35 and 60. We also believe
that the time is not far when the two
presser locals, namely, 35 and 60, will amal-
gamate into one big presser local.

As a working basis for these two locals,
your Committee recommends the following
rules by which both bodies should be gov-
erned:

1.—That the members of either local shall
be permitted to work in shops controlled by
the other, without the requirement of trans-
fers. It is also understood that no stringent
rules or hardships of any kind shall be im-
posed upon members of one local working
in shops controlled by the other, so that
members of both locals shall have free ac-
cess to employment in shops controlled by
either local.

2.—No ex-member of either local shall be
admitted into membership of the other.

3.—A Grievance Committee, equally rep-
resented by both bodies, shall be estab-
lished, if necessary, whose decision only
shall be binding upon violators of working
rules in shops. Upon the failure to agree
by this committee on any question for any
reason whatsoever, the General Executive
Board shall appoint a special member from
their body as presiding officer for the pur-
pose of deciding the dispute.

4.—Only those who shall have been mem-
ers in good standing for a period of one
year in either local shall be permitted to
work in shops controlled by the other local.

5.—Prior to the admittance into member-
ship of a presser by either local, it shall
inquire of the other whether such applicant
has at any time been a member of that body.

6.—Complaints against members of one
local in shops controlled by the other shall
be entertained and disposed of without any
prejudice.

7.—An equal representative body, com-
pose of three members from each of the
two locals, shall be established under the
chairmanship of one of our vice-presidents,
who shall take up all complaints and ques-
tions that may arise between the two locals
from time to time. The decision of this
impartial chairman shall be final in all cases
of binding, unless either of the locals shall ap-
peal against it to the General Executive
Board.

Upon motion the recommendation was
unanimously carried.
At this point Delegate Kaplan submitted a minority report on the subject of the "memorandum" of June 3, 1921. He claimed that it was a bad instrument, that it did not safeguard the interests of the workers in the shop, that it encouraged the employers to discharge the workers, making their employment insecure, and that it gave the employers a whip to drive the workers and thereby obtain an unreasonable amount of labor from them.

President Schlesinger: I am as much interested in the welfare of our members as any one of the delegates here. Let me discuss the question of the "memorandum" agreement with you. We should discuss it from a practical point of view. I had originally planned to have a special meeting of the delegates some evening to thrash out the question of the memorandum, but due to the work of the convention this could not be done. We are now discussing a question which has to do with the life of a cloakmaker in the shop, and with his immediate conditions. I want to say that during the last strike I had a number of conferences with the workers, trying to find out what they thought of the whole situation, and let me tell you that they were by far not as radical as they appear here on occasion. At a number of conferences it was openly suggested to me that we ought to make concessions to the employers, and I said, "If you want to make concessions to the employers, I will have to leave the job as chairman of the strike committee." I am telling you this so that you may know that I want the same thing that you brothers want. I am not a communist, I am not an anarchist, but I have a right to be neither. I am a trade unionist, and a progressive trade unionist and my record is an open book.

Here is the situation: In May, 1922, while I was in Europe, the agreement with the Manufacturers' Association in New York was broken up, or rather the machinery for the adjustment of grievances was abrogated, with the result that the union had a number of strikes. The manufacturers at that time did not even care to discuss conferring with the union. If you will recollect, we received a letter from the Association inviting us to a conference. While I did not dictate that letter, I am going to take the credit for it, and if not for me the union would not have been invited to confer with the manufacturers after the agreement had been abrogated, and you would have had a much greater number of strikes for a long time. Just before that letter was sent to us the Association had a meeting and announced in the press that they had had a meeting and that since conditions in the country have changed, since wages had been reduced in other trades, and since certain changes had been agreed to by the union, they felt justified in asking for a decrease in wages and for changes in the conditions in their factories. The letter came to us at a time when a reduction in wages had been agreed upon in Cleveland in our industry, and at a time when the Amalgamated had officially agreed to a 15 per cent reduction in wages in New York. The resolution adopted by the Association came after it was decided in Rochester by Dr. Leiberson, Chairman of the Board of Arbitration in the local clothing trade, to reinstall the piece-work system. We came together with the manufacturers and made it clear to them that we would not accept a reduction in wages under any circumstances, and that we would not be guided by Cleveland, or by the Amalgamated or by any other organization. We insisted that conditions remain as they are. It was not merely an arbitrary statement, but we had to give reasons for our position and the manufacturers themselves admitted afterwards that we gave good reasons. "But," they said, "there is another problem that we have to solve. Under the piece-work system the people do not work. Production has decreased not only 50 per cent but in some cases 75 per cent." I denied that statement. I said that so far as the vast majority of our members are concerned they are working as honestly and faithfully as any group of men in any industry, and that if they have gone somewhat down in production we were perfectly satisfied, as that was the reason why we established piece-work, so that the men should not work so hard. I stated, however, as regards the claim that production was only one-fourth of what it was before, that that might be true of some few individuals and that in an industry where there are so many thousands of workers employed there are bound to be a few culprits, but that so far as the vast majority of our membership is concerned they are doing their duty.

I said that the fact that a few individuals are not doing the right thing is no reason for changing the system of work; that we ought to establish a machinery of adjustment similar to the one which they abrogated. But they said, "We don't want any more machinery of arbitration." That was the position taken by Mr. Wile when he was president of the Cloak and Suit Manufacturers' Association, and which brought about that great lockout of 1916. I said in reply, "The union will not permit any change in the system. The Association maintains that the people are not doing their work. The union is going to have a machinery of adjustment. If you do not want it, it means a strike."

We have had a series of about 28 conferences on this proposition. We met day
and night. We started on April 22 and finished on June 3. When I suggested to them to renew the old machinery they said, "We don't want an impartial chairman, because we do not get justice from an impartial chairman." I contended that every time a case was brought up before the impartial chairman, he had never given a partial decision. If his decision at any time favored the union, it was due to the arguments presented by the union and because the employers were unable to make a case. They maintained that they did not want an impartial chairman because these public men, so to say, are always with the underdog—with labor. I am merely making this statement so that you should know the truth of the whole matter.

Then we said, "If you don't want an impartial chairman why not have some kind of a commission? You claim that the people don't work. We claim that the people do work. Let us establish a commission, three men from each side, and let us investigate the whole proposition, and a few months later we can come together and hear what their findings are and listen to what suggestions they have to make." They could not very well object to that suggestion. But the question then arose, "What is to be done in case a worker is discharged for non-productivity by an employer and we find that he was wrongfully discharged and he will demand his reinstatement?" My suggestion was the following: If a worker is discharged for inadequate productivity, all such complaints are to come before this commission of six, or if no more than two from each side could be gotten together, it should be a commission of four, and if the four or six men could agree that either the worker or the employer is right, the question would be settled. If it were impossible for the four or six men to agree, then each side should have the right to do as it pleases. I want to point out that Local 1, during the administration of Dr. Hourowich, has founded for this same principle. They said, "We don't want compulsory arbitration. Any kind of arbitration is compulsory." Our position at that time was that compulsory arbitration means arbitration established by law, but if two parties come together and they both voluntarily agree on arbitration, it is not compulsory arbitration. At any rate, Local 1, and perhaps some other locals, took the position that any kind of arbitration is compulsory.

As I said, the suggestion that I made was accepted by the manufacturers after a long number of conferences. So far, I believe that none of the delegates can have any objection to what was done, but here is where the objections came in. What does day-work mean in our Industry, and in general? If you take any other industry, where a minimum scale of wages has been established, the minimum is really the maximum. In the case of our organization, a statistical investigation has proved that the average wage of our workers, during the time that they are employed, is $67.50 a week. Just think what it means that in an industry, employing 17,000 men operators with a minimum scale of $65 a week, the average wage of the workers was $67.50 a week, which means that some of the workers were receiving as high as $80 and $85 a week.

Here is the question I want to ask you. "How in the world can you regulate as to whether a man should get $90 or $85 a week?" We have no standard of production and I might as well say that the minute our organization would adopt a measured service system for our people, instead of the 52,000 cloak makers that are making a living in our Industry, we might be able to get 100,000 girls who would do section work, but the men would be discarded in less time than you imagine. The manufacturers' contention was that they were paying high wages which had been raised in time of prosperity, but that under the present conditions they should be reduced. We told them that we would accept no reduction. And so they said, "At least give us a fair day's labor." Now what is a fair day's labor? I suggested that since nobody could tell what it exactly meant, that we should get together a committee from both sides and investigate the matter in order to find out.

That is the way we looked at it. I don't know whether you read the statement by Mr. Jablow in the last few days. He is the new President of the Cloak Protective Association. The statement reads to the effect, "Why, of course, the union is fair. We know these people. They mean very well, and there is no doubt in our minds but that when the Convention will adjourn and they will come back to New York, we will be able to sit down with these fair-minded people and work out our problems. They know that conditions have changed. There may be honest differences of opinion, but if there are, there are people in the United States who will be very glad to try to see to it that trouble is avoided." The reason why they lost the last strike was greatly due to the strong case that was made out against them in the newspapers of the country. Every newspaper came out calling them agreement-breakers and no business man wants to have that said about him. What they are doing now is to try to manipulate the press by such statements.
"Leftism" or "Rightism"? Our industry suffers by reason of the great number of small shops that we have. The small shops make it absolutely impossible for the larger shops to exist, not only in New York, but even in Cleveland. Our industry has all the curses of other industries. The building trades is also a seasonal industry. They do not work in the winter. But they have this advantage: If a house is to be built in New York, it must be built in New York. It cannot be built elsewhere and transported to New York. We not only have a highly seasonal industry, but even at the time that we must work, the work can be done somewhere else and be brought back to New York. I am not ready to give any advice at this time, from this Convention announcing our program to the manufacturers. I believe honestly and sincerely and I want you to feel as I do, that the interests of the workers have at all times been protected, and if there were faults, it was not because of the agreement, but because of the small shop. It is the small shop that ruins the industry.

I see some people want to make a talking fest of this Convention, but I want to tell you unless this Convention comes out with some very strong message, so that the whole industry will know how to guide itself in the next few weeks, this Convention will not have been a success, and the problems of our industry will not have been solved.

If it would have been possible to have talked this matter over with you privately, I am sure that 99 per cent of the delegates, outside of those Locals who have been instructed, would have agreed with everything that I have said, because I have in my mind exactly what they have. I am merely presenting the facts of the case so that you may know what they are. (Great applause.)

Delegate Levy: Local 1 is against the memorandum on the principle that the memorandum is used by the manufacturers as a pretext to discharge those workers that they don't like, not because of their present productivity as compared with their past productivity, but as compared with the productivity of the rest of the workers.

Delegate Hyman: We condemn the memorandum because we believe that under the memorandum we would have a standard of production, although it would not be called by that name.

Delegate Feinberg: The memorandum provides a sensible and fair solution of the problem. The majority of our members approve of the week-work system because it has brought a humane way of working into the shops. There is no reason in the world why an individual should not be able to make the same amount or nearly the same amount as the average worker, unless he is sick. It is not the employer who determines the amount the worker should produce, but the workers themselves. Under the "memorandum" only one man has been discharged in six months, and even the workers in that shop agreed that that man was not doing his duty. I hope sincerely that this convention will realize that the instrument created was the nearest approach that could be made to the problem of settling minor disputes between the employers and the workers. (Applause.)

Upon being put to a vote, the majority report of the committee was adopted, 141 voting for and 41 opposed.

It being 1:45 P. M., the session adjourned to reconvene that afternoon at 3:00 P. M.

ELEVENTH DAY—FRIDAY AFTERNOON SESSION.

May 12, 1922, 3 P. M.

President Schlesinger opened the eighteenth session at 3 p. m.

Secretary Langer continued the report of the Committee on Officers' Report, as follows:

Your committee has read with keen interest the chapter dealing with the strike of the Waist and Dressmakers' Union of Philadelphia, Local No. 15. This local was at all times the pride of our International. It seems that the Philadelphia Waist and Dress manufacturers selected this local as the first target in their open shop campaign because of its great achievements in a very short time. We are much gratified with the fact that although the Philadelphia Waist and Dress manufacturers aimed at the very life of this local, they failed to accomplish their ends, and Local No. 15 today, after a twenty-six weeks' of heroic struggle is functioning just as it did before. The splendid strike of the Waist and Dressmakers of Philadelphia will remain a golden chapter in the history of our International. Your Committee can only comment the following:

That we, first of all, congratulate our President Schlesinger, and General Secretary Baroff, and the entire General Executive Board upon the stand they took in the Philadelphia Waist and Dressmakers' strike. We also commend and congratulate the splendid leadership and loyalty displayed by the membership of Local 15.
In conclusion we express the hope that the General Executive Board will soon be in a position to undertake the fights for the up-building of the waist and dress local of Philadelphia.

Upon motion the report as a whole as thus far read was unanimously adopted.

Local 49, Boston

We have read carefully the chapter of the report devoted to the waist and dress industry of Boston, of its history for the last two years, and the present state of Local No. 49. The outstanding point in connection with the local of the waist and dressmakers of Boston appears to be the question of the amalgamation of this local with the Joint Board. It is too evident that standing alone, and apart from the Joint Board, with its present meagre forces, Local No. 49 cannot hope to become an influential factor in the industry. Your committee, therefore, makes the following motion: "We are in conformity with the recommendation of the General Executive Board that such amalgamation should be established, but we advise that before establishing this amalgamation, a mutuality of feeling should be created by the General Executive Board amongst the locals in question."

Upon motion, recommendation was unanimously adopted.

The Embroidery Industry

Your Committee has received two resolutions pertaining to the embroidery industry, Resolutions No. 49 and 54:

Resolution No. 49

Introduced by delegation of Local No. 66.

WHEREAS, the previous conventions of the Ladies' Garment Workers' Union held in the cities of Chicago, Boston and Philadelphia have endorsed the principle that the embroidery of Union Women Apparel shops shall be given to union embroidery contractors, and WHEREAS, the greatest bulk of embroidery we are doing is for the cloak, suit, skirt and reformer trade in the city of New York, be it therefore RESOLVED, that the incoming General Executive Board hereby stands instructed to see to it that a clause safeguarding the interests of the embroidery workers shall be incorporated in whatever agreements will be concluded with the cloak, suit, skirt and reformer manufacturers, or manufacturers of other trades of women's apparel in the city of New York, and that Local 66 shall be made a party to such contracts in order to insure that the embroidery work from cloak, suit, skirt and dress shops should go to union embroidery shops, and be it further RESOLVED, that all embroidery workers working in cloak, suit, skirt and reformers' shops shall be members of Local 66, I. L. G. W. U.

Resolution No. 54

Introduced by delegation of Local No. 66.

WHEREAS, the Bonanza and Hand Embroiderers' Union Local 66, I. L. G. W. U. of the city of New York is in a state of war with the Bonanza and Hand Embroiderers' Protective Association, which broke the collective agreement with our union, and whose contract will expire by August 1, 1922, and WHEREAS, the individual contracts we have with a number of independent employers will also expire at said date, and WHEREAS, numerous attacks have been made upon our working and living standards in the shops for the last year, which are threatening the very life of our organization, be it therefore RESOLVED, that the Sixteenth Biennial Convention, assembled in the city of Cleveland, hereby endorses the calling of a general strike in the Bonanza Machine Embroidery trade if the employers will refuse to renew their contracts with the union, and be it further RESOLVED, that the incoming General Executive Board shall stand instructed to do everything in their power to bring about a settlement in the Bonanza Embroidery trade.

Your committee concurs in Resolution No. 49, and recommends it for adoption. It is only too evident that the embroidery workers cannot be thoroughly and completely organized unless their sister organizations will come to their aid in the manner and spirit expressed in this resolution.

As regards Resolution No. 54, your committee recommends that this matter be referred to the incoming General Executive Board for consideration and with full authority to act in the matter upon their findings.

Upon motion, recommendation was unanimously adopted.

The Baltimore Ladies' Garment Industry

Your committee received the following resolution:

Resolution No. 48

Introduced by delegation of Local No. 4, Baltimore, Md.

WHEREAS, the moving out of cloak shops from Baltimore to small nearby towns in the states of Maryland and Pennsylvania has become a very great problem for the Baltimore cloakmakers, resulting in a loss of membership from a thousand members, a few years ago, to about two hundred and fifty members at present, and WHEREAS, Local No. 4 is now again engaged in a strike in a big cloak shop in Balti-
more on account of the firm moving its plant out of town, and is unable to cope with the situation both morally and financially. Consequently, the General Executive Board has instructed the incoming General Executive Board to appoint special organizers to establish union conditions in the small-town cloak shops, particularly in the neighborhood of Baltimore, and be it further

RESOLVED, that this Convention instruct the incoming General Executive Board to appoint special organizers to establish union conditions in the small-town cloak shops, particularly in the neighborhood of Baltimore, and be it further

RESOLVED, that this Convention receive the following resolution:

Resolution No. 61

Introduced by Montreal Joint Board.

WHEREAS, many locals of the International have been served with injunctions, and

WHEREAS, many of the locals are not in a position to fight these injunctions, owing to the great financial expenditures involved, and

WHEREAS, the fighting of such injunctions often means the life or death of the organization, regardless of the financial cost, therefore be it

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled at Cleveland, Ohio, fully empowers the General President and the new incoming Executive Board, that whenever in their judgment the fighting of an injunction is necessary, and the locals are not in a position to fight it, owing to financial circumstances, the General Office shall support such locals financially in fighting the injunctions.

Resolution No. 64

Introduced by Montreal Joint Board.

WHEREAS, the last general strike of the Cloak Makers' Union in Montreal, which lasted sixteen weeks, has terminated in a temporary armistice for a period of twelve months, and

WHEREAS, during the six months which have already elapsed, there are indications that a general strike in the coming fall season will be unavoidable if the workers of Montreal are to keep up their hard-won standard of working conditions, therefore be it

RESOLVED, that the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled at Cleveland, Ohio, instructs the incoming General Executive Board to fully support, both morally and financially, a strike, should the workers of Montreal fail to come to a satisfactory agreement with the manufacturers.

Your committee concurs with Resolution No. 61 which calls upon the General Office to support locals not in a position to fight injunctions financially which has a special bearing upon the present condition in Montreal, where our union is being persecuted by the employers through law suits and injunctions.

Your committee likewise concurs in Resolution No. 64 and recommends that the convention instruct the incoming General Executive Board to fully support both morally and financially, a strike, should the workers of Montreal fail to reach an agreement with their employers. Such a strike, however, must receive first the approval and the sanction of the General Executive Board in the conformity with the practice and precedent of our organization.

Upon motion, recommendation was unanimously adopted.
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RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. now assembled instruct the General Officers to pursue the same policy in the future as heretofore.

Your committee recommends the adoption of this resolution.

Your committee concurs fully with the policy adopted by our International, under the guidance of the General Executive Board defending the gains which the workers in our industry have acquired through many years of struggle and sacrifice and it is our sincere hope and ardent wish that the incoming General Officers will pursue the same generous and courageous stand in the future as the outgoing General Executive Board has maintained during the past administrative term.

Upon motion, recommendation was adopted, Delegate Sisters Levine and Goodman dissenting.

Uniform Agreements

We received the following resolution pertaining to this point:

Resolution No. 120

Introduced by delegation Local No. 81. Roy Glassman, C. Morris, Jack Tycber.

WHEREAS, the system under which the Chalk Industry throughout the country is working is the same, namely—week work, and

WHEREAS, in order that this system should work to better advantage for our workers conditions in general must be uniform, and

WHEREAS, on or about the first of June our International will negotiate for a new agreement with the manufacturers in most of the largest cities, therefore, be it

RESOLVED, that the Sixteenth Biennial Convention, held May, 1922, at Cleveland, Ohio, instructs the incoming General Executive Board to work out a uniform agreement for the entire trade, and be it further

RESOLVED, that this agreement be the basis for those cities that will hereafter negotiate with the manufacturers for new agreements.

This resolution was introduced by the delegation of a Chicago Local No. 81. It appears that in Chicago the practice prevails which permits employers, of the smaller caliber, to work at the cutting table. The introducers desire this practice to be abolished and that the agreements in Chicago be made uniform as they are in all the other big centers.

Your Committee fully concurs with this resolution.

Upon motion recommendation was unanimously adopted.

Naturalization Work

Your Committee received the following resolution with reference to this subject:

Resolution No. 40

Introduced by M. J. Ashpis and M. Greifer, Local 82 and M. Goldowsky, Local 45.

WHEREAS, the Naturalization Aid League of New York has during the past two years, as well as in former years, conducted a very intensive campaign for naturalization among workers, preparing them for citizenship, they may be enabled to take their place in the general body politics of our country as citizens and workers.

WHEREAS, this Naturalization Aid League has, during the past two years in the course of its work aided almost five thousand members of our organization in acquiring their first and final citizenship papers, thus proving that it is a very important factor of assistance to our men and women, be it therefore

RESOLVED, that this 16th Convention of the I. L. G. W. U. donate to this Naturalization Aid League, in recognition of its highly laudable constructive work, the sum of Five Hundred Dollars to enable it to continue its work for the best interests of the community in general and organised labor in particular.

Your committee concurs in the adoption of this resolution, having found the work of the Naturalization Aid League of New York a great benefit and help to our members. We recommend to the convention that the sum of five hundred dollars ($500) be given to the Naturalization Aid League to enable it to continue its good work.

Upon motion, recommendation was unanimously adopted.

The Sacco-Vanzetti Case

Your committee received the following resolution referring to the Sacco-Vanzetti case,

Resolution No. 34

Introduced by delegates of Locals 89, 60, 22 and 66.

WHEREAS, two workers, Nicola Sacco and Bartolomeo Vanzetti, were convicted in the State of Massachusetts of murder in the first degree, without positive or dependable proof of their guilt, in fact, amidst contradictory evidence, unworthy for the conviction of human beings, and

WHEREAS, we are convinced that a fair trial was impossible under the citizenship that prevails and of antagonism prevailing, due to their being foreigners and radicals, therefore be it

RESOLVED, that we, the delegates to this Convention, appeal to the Governor of the State of Massachusetts in order that justice may be done in the case of Sacco and Vanzetti, and be it further

RESOLVED, that this Convention donates the sum of $1,000 for their defense.
Your committee is aware of the fact that this convention has already taken adequate care of the subject matter of this resolution. It has voted a generous sum of money in defense of Sacco and Vanzetti and has also pledged itself to continue working for their liberation.

We commend the outgoing General Executive Board for its share of work in having kept the Sacco-Vanzetti case before our workers all the time in our press and in the appeal sent out by President Schlesinger to our locals for these brothers of ours incarcerated in a Massachusetts jail. We are glad to observe that the General Executive Board has not only done its best in this case but it has also consistently aided in every case of a similar character where representatives of workers in the labor movement were being persecuted for their loyalty to its ideals.

Upon motion, recommendation was unanimously adopted.

The Toledo Situation

Your committee has read carefully the details of the situation in the cloak shops of Toledo and the present painful state of affairs in that city. We have followed the stages of the fight put up by the International in Toledo for the preservation of the week-work system and we know that in spite of our heroic effort the results were far from gratifying to ourselves.

Nevertheless, it is not the policy of our International to concede defeat, and we know and hope that this convention will concur fully in this sentiment. We therefore recommend to the incoming General Executive Board to have its attention fixed on the Toledo situation and to return to it as soon as the first opportunity presents itself with the purpose in view of putting the Toledo cloak trade back into the fold of our International under the same standard union conditions that prevail in all our organized centers.

Upon motion, recommendation was unanimously adopted.

Local No. 52 of Los Angeles

From the report of the General Executive Board the delegates of this convention have doubtless learned of the recent strike in the cloak industry of Los Angeles which involved Local No. 52 in untold hardships and persecution. The delegates know that this strike was called in spite of the advice of the General Office to wait until matters are settled in the East. Your committee has made it its business to familiarize itself with all the facts involved in this case in order to be able to give a thoroughly unbiased opinion in the matter.

Your committee finds that the action of Local No. 52 was hasty, ill-conceived, and contrary to the better judgment of the General Office. It strongly disapproves of such lack of discipline and violation of the spirit of organization. It is high time that locals belonging to our International, far and near, realize that in such grave matters involving a general strike the expert advice of the General Officers should be sought and when given, followed out and adhered to.

Delegate Lanch claimed that his personality had been injected in the report of the committee. He maintained that his local had not gone against the instructions of the International, but on the contrary had renewed the old agreement with all those manufacturers that were willing to do so. He stated that strikes were called only in those shops where the manufacturers had refused to even deal with the local.

President Schlesinger denied that any personalities had been injected, and pointed out the fact that Delegate Lanch's name was not even mentioned in the report of the General Executive Board, or in the committee's report.

He briefly sketched the circumstances surrounding the Los Angeles strike and said in part: "The point the General Executive Board makes is this, that as much as we are ready to assist our local unions, where strikes take place in their respective cities, we don't want them to go out and send us strikes C. O. D., so to speak, and say 'We have called a strike and you pay for it.' If we are to stand the expense, naturally we should have something to say as to whether the strike should be called or not.

Upon motion, the recommendation was unanimously carried.

The Waterproof Garment Industry

Your committee has read with a feeling of satisfaction the chapter in the report devoted to the waterproof garment industry. It discloses the fact that despite adverse conditions our locals in the waterproof garment trade have succeeded in resisting attack after attack of their employers and have retained the work standards in the industry and have also kept up their organizations intact.
It is a compliment to the men in that industry and shows that they are made of the right stuff. It also gives us the hope that they will be able to weather more storms that the future may hold in store and will succeed in remaining a substantial division within our International as they have been heretofore.

Upon motion, the recommendation was unanimously adopted.

Organization Work Among Our Italian Workers

The remarks in the officers' report concerning the steady growth of organization activity among our Italian workers is, beyond doubt, one of the brightest and most encouraging features that was brought to the attention of our delegates. The influx of workers of Italian descent into our Industry, which our report to the Chicago Convention has already taken particular notice of, continues uninterrupted. We are glad to note that our Italian brothers and sisters are taking good care to bring these newcomers into our Industry within the fold of the Union, as rapidly as they enter it.

We also regard favorably the tendency of our Italian workers to form organization units and branches of their fellow nationals, for the simple reason that we recognize that the organization of such branches tends to make it easier for them to hold their membership together and to do the work in a better and more effective manner.

Upon motion, the recommendation was unanimously adopted.

The Appeal Committee

Your committee cannot refrain from mentioning with gratitude the appeal committee of the General Executive Board, which has, during the last two years, heard appeal cases which have reached it in due course from the grievance boards of the various locals and joint boards in New York City and elsewhere. Only those who know the hard work and the difficulties connected with the work of this appeal committee, can appreciate how much tact, impartiality and knowledge of the affairs and the interests of our organization and of our workers it requires to act on this appeal committee and to pass judgment on cases that come before it.

Upon motion, recommendation was unanimously adopted.

The Finance Committee

Your committee would recommend to the convention to extend its thanks to the finance committee of the General Executive Board which has, during the past two years, done its work of auditing and examining the expenditures of the General Office in a conscientious and painstaking manner.

It is a big and responsible task, this work of the finance committee and we are certain that the delegates to this convention will fully concur in our opinion in this matter.

Upon motion, recommendation was unanimously adopted.

Our Unity Houses

Your committee received the following resolution covering this matter:

Resolution No. 41

Introducted by Harry Berlin. Local No. 10 on behalf of Waist and Dress Joint Board of New York.

WHEREAS, the Joint Board of the Dress and Waiters' Union of Greater New York and vicinity, owns and maintains a summer resort, consisting of twelve beautiful cottages, accommodating about 200 people, 20 acres of land, a beautiful lake covering 35 acres, and many other facilities which add to the comfort of the people who go there, and

WHEREAS, in the past few years members of many other locals derived the same benefits from this summer resort, known as the "Unity House," and

WHEREAS, the Dress and Waiters' Union has the burden of maintaining, managing, and in general makes all arrangements, of which the members of the International, in the great city of New York and its suburbs share the privileges without obligations, and

WHEREAS, said summer resort is widely known as an institution of which the labor movement is proud, and

WHEREAS, its existence in the future cannot possibly be continued by the dress and waiters only, therefore be it

RESOLVED, that the incoming General Executive Board stands instructed to make immediate arrangements to take over from the above said Dress and Waiters' Union the Unity House, for the purpose of making the Unity House an institution of the International Labor Union of New York, and the same shall be integrated into the United States Department of the International Labor Union of New York.

While appreciating fully the benefits derived by the membership of the locals of the Joint Board in the Waist and Dress Industry of New York from the Unity House at Forest Park, Pa., your committee is constrained to recommend the rejection of the resolution. The International is composed of a great number of locals with varied interests and it would be unjust and illogical for it to proceed imme-
Your committee recommends, instead, that the question of making the Unity House the property of the International, to be managed by it, should be turned over to the incoming General Executive Board for careful consideration and study so that the General Office might be fully prepared to act in this matter when the occasion arises.

Upon motion, recommendation was unanimously adopted.

The Educational Department

We appreciate the fact that the question of the educational activities of our International has been turned over to a special committee for consideration. We, nevertheless, deem it our duty, in going over the report of the General Executive Board, to state, in a few words, our view on this matter with particular reference to the policy and attitude of the General Office to this department of our activities.

We concur fully in the conclusions of the report of the General Executive Board with regard to the educational work. It is a matter of undeniable fact that the number of cloakmaker students in these classes in the Unity Centers has been very small and those who have attended these courses have so far been of very little benefit to the organization. Something must be done to make this educational work a source of real benefit to the union.

Upon motion, recommendation was unanimously adopted.

The Needle Trades Workers' Alliance

Your committee heartily concurs with the action of the General Executive Board in having called together a conference of all the needle trades unions in the country in December, 1920, for the purpose of forming an alliance of these unions.

We wish to point out that our International acted in this matter in a true constructive spirit. Our Chicago convention has instructed us and the logic and common sense of the situation dictated to us that the only form such an alliance might take was the form of a federation of internationals bound by the common purpose of aid, co-operation and advice.

We concur in the regrets of the General Executive Board that this alliance became an early failure, owing to the fact that some of those unions with which we wished to form such a federation, played from the very beginning a desire not to do constructive work but to play up visionary and impractical propositions of amalgamation which could not be materialized and which only served to erect a wall between the participants at that conference.

President Schlesinger: This matter has already been acted on.

Conventions of the American Federation of Labor

In reading over the chapter on the conventions of the A. F. of L. your committee has discussed the fact that at the 1921 convention in Denver, our delegation split on the vote for president of the A. F. of L., four voting for President Gompers and the other two, for his opposing candidate. Your committee wishes to go on record as endorsing the stand of the majority of our delegates at the Denver convention.

Delegates Metz and Antonini protested against the inclusion of the words "common sense," and upon the suggestion of President Schlesinger, the last sentence of the report was stricken out.

* Upon being put to a vote, the amendment as revised was unanimously adopted.

Our Weekly Publications

We desire to mention, with a sense of sincere appreciation, our three weekly publications—Gerechtigkeit, Justice and Giustizia. We concur in the opinion of the report that these publications are, without doubt, among the best trade union journals in the country. They are widely quoted and exert a strong and healthy influence upon our membership.

Brother S. Yanovsky is editor-in-chief of our publications and to him is primarily due the keeping up of our publications on the high level where they find themselves. Our English publication, "Justice," of which Brother Max D. Danish is managing editor, has been increased during the last two years from eight to twelve pages and carries a substantial amount of original articles on the labor movement all over the country and of Europe. Brother H. Rende, the editor of our Italian weekly, "Giustizia," is doing excellent service in keeping our Italian membership in touch with the needs and problems of our industry. Brother Leo Finkelstein is ably assisting Editor Yanovsky in the editorial work on the "Gerechtigkeit," and Brother Abraham Tuvim is managing in an able manner the business department of our publications.
Your committee desires to recommend to this convention the expression of its warm recognition of the services of our entire editorial staff towards the great cause of enlightenment and the spread of true knowledge of the labor movement among our members. We wish to commend especially to our convention the consistent, steady and principled tone of our publications and the fact that under all circumstances they have maintained their columns open for honest and free expression of opinion regardless of faction and party while they have at the same time never permitted themselves to become hysterical or to run away from the true and unvarnished industrial facts which confront them.

Upon motion, the recommendation of the committee was carried—96 voting for, 18 opposed.

The International Clothing Workers' Federation

Your committee has read the account of our participation in the work of the International Clothing Workers' Federation and heartily supports it. It appreciates the fact that for the time being this affiliation can be no more than an expression of the general fraternal spirit of our organization towards the garment workers' unions of Europe. We should, nevertheless, be united in this federation with our fellow workers all over the world and help them raise their standards of life and work.

President Schlesinger: This has already been acted upon.

Participation in the General Labor Movement

Your committee has read with care the chapter of the officers' report devoted to its general participation in the general labor movement. Your committee heartily approves of this work and commends it to the favorable approval of this convention. Our aid to the labor press, our support of labor candidates, our interest in the general movement for progressive political action, our aid in the work of naturalization, the part we have taken in the amnesty movement and the general assistance we have given to such great causes as the Russian Famine Relief, the various great strikes in the needle industries and others—are all achievements of which our organization may well be proud of, as they clearly portray the soul and the heart of our movement.

Upon motion, recommendation was unanimously carried.

Your committee has read with a feeling of complete approval the words of appreciation and thanks which the General Executive Board expresses towards the Jewish Daily Forward, the organ of the Jewish working masses which has so loyally, so wholeheartedly, and so consistently advocated our cause and defended our interests; to its tireless veteran editor and our true great friend, Comrade Abraham Cahan; to Samuel Gompers, the chief of the A. F. of L., our friend and constant supporter; to the editor of the New York Call, Charles W. Ervin, who has so steadfastly championed our interests in the columns of the Call; to Harry Lang, the Labor Editor of the Forward, who has worked shoulder to shoulder with us in every conflict and battle against our employers; to Max Pine, the veteran secretary of the United Hebrew Trades; to William Keboe, the secretary of the New York Central Trades and Labor Council, and to Harry Hillers of New Jersey, the veteran secretary of the New Jersey State Federation of labor who has, at all times, been friendly to us and helped us in every way possible.

And while on this subject, we ask the convention to extend its sincere thanks and deep sense of gratitude to the men who have given our organization such splendid service in time of our need—service by brilliant legal advice, pen, and word—those eminent counsellors, Samuel Untermyer and Morris Hillquit, as well as to Congressman Meyer London, our old-time friend and warm supporter.

Upon motion, recommendation was adopted, 112 voting for, 16 against.

Unemployment Insurance

The pages devoted to unemployment insurance in the Officers Report have had our earnest attention. The importance of seeking a remedy against the great evil of unemployment and idleness during the slack periods of the year in our industries does not have to be emphasized to our delegates. It is a problem which will require all the ability and genius of our organization to solve and we heartily approve of the recommendation of the General Executive Board that this matter of unemployment insurance be studied and that subsequent action be taken upon it along the lines suggested.

Upon motion, recommendation was unanimously adopted.

Our New Home.

We heartily rejoice, together with the entire membership of the International.
In the fact that our organization has finally freed itself of the yoke of the landlord and has erected for our home office a beautiful building of our own in New York City.

It is a splendid structure and a lasting monument to the enterprise, courage and ability of the Committee on Building that has carried out this plan with such remarkable rapidity. This is the kind of constructive work that counts and which should make us all proud. In a house of our own it should be possible for the General Office to do its big and varied work in greater comfort and freedom.

We commend to the attention and approval of the Convention in a similar spirit the enterprise and the forward spirit of the Italian Cloakmakers' Union, Local No. 48, which has erected a splendid building during the last two years for its own members and which houses several more of our local unions in the city of New York.

Upon motion, recommendation was unanimously adopted.

Local Elections

Your committee has read with keen attention the remarks in the Officers' Report concerning the methods adopted and the practices used in some of the recent local elections in New York City.

Your committee recommends to the Convention its sincere concurrence in the just and straightforward criticism of these methods by the General Executive Board. There is no room in our organization for such offensive practices as disclosed during these elections and it is up to this Convention to put its veto upon them and once for all eradicate them from our organization.

Delegate Hyman: I don't want to defend the methods and tactics used in the election, but I think the report is not impartial. The tactics used by the other side should also have been mentioned. What we did was a matter of self-defense. I am opposed to such tactics, but we had to meet our opponents with their own weapons.

President Schlesinger: I hope that this Convention will establish such rules and regulations as to do away with such elections as we have had in the past, which have made life miserable to both one party and the other.

Upon motion the report was unanimously adopted.

The Three Dollar Assessment.

Your committee approves of the proposal contained in the Officers' Report for the levying of a three-dollar assessment upon the general membership of the International for the purpose of lifting the present financial burden of the organization caused principally by the generous assistance it had given to our organizations all over the country in the course of the great strikes during the past year.

It stands to reason that if our International is to continue to carry on its great work of organizing and assisting our locals in times of strife and times of peace it must be given the opportunity to do it with its mind free of the burden of indebtedness and its hands unfettered.

Delegate Antonini: I suggest that we have one assessment instead of two or three.

Delegate Miss Goodman: I amend it to read that we pay off a quarter of a million dollars which we owe and also raise a fund for organization purposes by a $2.50 assessment. This was seconded.

Delegate Berlin: I amend the amendment to read that an assessment be made of $4, $1 to be paid every three months, throughout the coming year, $3 for the purpose of covering the debts of our International, and $1 for organization purposes. This was seconded.

Delegate Miss Levine: I offer the following substitute, that we have one assessment of $3, $1 for organization work and $2 to cover the International debt. This was seconded.

Delegate Katofsky supported Brother Berlin's amendment.

President Schlesinger: We must make provisions to carry on our organization work and pay the debts of the International and if you want to do it you have got to be very liberal about it and promise your support.

Delegate Miss Goodman: I withdraw my amendment.

Delegate Hochman: In the opinion of the officers, what is the necessary assessment that should be levied?

President Schlesinger: Judging by the light of past experiences, I believe that a $4 assessment would make it pos-
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sible for us to take care of all the troubles we may have during the year and also to conduct some kind of an effective organizing campaign.

Upon being put to a vote Delegate Berlin’s amendment was carried, 176 voting for and 4 against.

The Locals in the Miscellaneous Trades

Your committee has read with close interest the comments of the General Executive Board with regard to the smaller locals in our industry, the so-called miscellaneous trades, such as the children’s dress trade, the house dress and kimono trade, the corset trade, the embroidery trade and white goods workers.

These locals have gone through some hard times during the last two years and several of them have suffered considerably. The majority of them, however, pluckily fought their way through and have preserved their unity and entity. There is indeed enough good fighting material in these locals to continue existing and fighting in spite of all adversities. We hope that the incoming General Executive Board will give these smaller organizations of ours the same loyal support and assistance that the International has given them in the past in time of need.

Delegate Langer: I have a correction to make in the above report, to include white goods workers.

Upon motion, this correction was unanimously adopted.

The Enemy From Without

A careful reading of the pages of the Officers’ Report, devoted to the doings in some of our New York locals, has impressed your committee, as well as it must have impressed the delegates to this convention in general, with the fact that a considerable share of the dissonance and disruption which has prevailed and is still agitating some of our locals in New York is due directly to the work of outside intermeddlers who, disguised under the cloak of would-be radicalism are seeking power and are trying to ride into power upon the wave of destruction and chaos which they expect to be able to create within our labor movement.

Your committee heartily concurs in the manner the officers’ report lays bare and exposes the sham, pretense and the destructive aims of this enemy from without. Your committee recommends that this convention express its wholehearted indignation and resentment against these malicious intermeddlers and disrupters and warns our men and women in our organizations against these sinister influences which are not aimed for their benefit, which have not their true interest at heart but which are seeking to destroy and demolish what has been built up at much cost and sacrifice.

Delegate Levy protested against the language in the report, maintaining that it reflected upon the local he represents.

Delegate Farber: The report is slander against certain groups of the International. Some of the members may have different opinions from those of the officers. These differences of opinion are not caused by outsiders, but are the convictions of the members who hold these principles. It is unjust to slander the so-called “lefts,” who have given so much for the organization and are ready to give more.

Delegate Bleiman: Can this convention act on anything if it is indefinite?

President Schlesinger: This convention can act on whatever it pleases if it wants to.

Delegate Zirlin maintained that no outsiders had influenced the so-called “lefts” and that they were guided by their own personal convictions and he protested against the report of the committee.

Delegate Miss Levine: It is not true that intermeddlers had anything to do with stirring up the dissatisfaction.

President Schlesinger: I have circulars, in Cleveland here, issued by certain groups calling everybody all kinds of names. They have accused the President of your International of having dealings with gangsters, and no one can come and speak to me in the name of radicalism and try to make such charges against us.

Delegate Kaplan: I want to state that as a member of the committee I never agreed to the report.

Delegate Feinberg: I challenge the statement of this delegate. Zirlin was the only one who objected to the report. Let the members of the committee speak and tell the facts.

Delegate Riesel: When the report was read this morning, Brother Kaplan
stated that he could concur in the report if the Forward were included as one of the outside influences that should not interfere with the International.

Delegatel Barcan: When this question was taken up this morning, the only one to oppose the report was Zirlin. Kaplan stated that he was satisfied if the report included all outside papers and he emphasized the fact that if no names were mentioned, he would have no objection to the report.

Upon being put to a vote the recommendation of the committee was adopted, 138 voting for, 51 against.

It being 5:50 p.m. the session adjourned to reconvene that evening at 7:30 p.m.

Eleventh Day—Friday Evening Session, May 12, 1922—7:20 P.M.

President Schlesinger opened the 19th session at 7:30 P.M.

Vice-President Heller in the chair.

Comrade Osiq Wolinsky, representing the Kropotkin Publication Society, was presented to the Convention. He asked that his credentials be referred to the proper committee and stated he would address the Convention at a more opportune time.

Delegate Feinberg continued the report of the Committee on Officers’ Report as follows:

**Tokens of Appreciation**

The Committee on Officers’ Report, in following out the custom of our Convention in the past and prompted by its sincere recognition of their services, recommends that this Convention appropriate $2,500 to apply to the purchase of gifts to be given by the Convention to the President, First Vice-President, General Secretary-Treasurer, the twelve Vice-Presidents, Editor Yanovsky, Brothers Danish and Rende, Auditor Wolf and Leo Finkelstein.

The New York members of the Committee on Officers’ Report shall constitute the committee to distribute the gifts.

Upon motion, the recommendation was carried, 80 voting for, 45 against.

President Schlesinger: I want to say that one-third of whatever my share is of the money that has been appropriated for gifts as an appreciation of the work of the officers, will be donated to the children of the West Virginia striking miners. (Applause).

Delegate Katofsky stated that he was satisfied with the report of the committee, but he protested at the failure of the committee to discuss the Cleveland situation.

Delegate Laufman supported Katofsky in his contention.

President Schlesinger: I want to assure you that the committee did not mean in any way to slight Cleveland, in fact a special meeting was held to discuss the Cleveland situation at which most of the delegates, including the two brothers who spoke, were present. Neither Chicago nor Philadelphia were spoken of in a different way than Cleveland. There is a situation in Cleveland which cannot be discussed here.

In conclusion, your committee wishes to say that it has gone through the task assigned to it with a sense of keen responsibility and supreme satisfaction. Unlike the report of two years ago, which recorded victory after victory in the forward march of our organization, this report records the history of endless fights waged for the defense of our standards of work and living. It is a more solemn report and its pages breathe the fire of resistance, the spirit of defense against aggression and unwarranted brutal attack.

We appreciate the tremendous difficulties under which our General Officers have worked these two years, and we know well that it was not a road strewn with roses that they have travelled on. Yet, every sincere and honest observer and student of events must concede the fact that they have met the insurmountable obstacles which stood in their way and they have conquered them. It is not an easy task to fight on the defensive, as some may think. In fact, it is much harder than to fight on the offensive seeking new conquests and new worlds to gain.

We cannot escape the conviction which burns bright in the concluding words of the report of the General Executive Board. If our International has weathered the storm of the last two years, it was due to nothing else but their spirit of unity and solidarity and their devotion to the common cause of the working class. Let us not lose sight of this guiding light. No matter what our
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differences may be, let us remember that we are all members of one great big family and that for the defense and preservation of this bond we must pledge our utmost energy, our last ounce of strength, our all.

This concludes the report of your committee.

Fraternally submitted,

I. Veltenberg, Chairman.

Joint Board Cloak-makers, New York.

L. Langer, Secretary (35).

B. Kaplan (11).

M. Barcan (5).

A. Zitrin (9).

Elías Relenberg (15).

Isidore Schoenholtz (22).

Sam Elkind (23).

Harry Greenberg (50).

Nathan Riesel (66).

Samuel Perlmuter (10).

Louis Friend (67).

M. Zeltz (62).

Chairman Heller was next presented by President Schlesinger to continue the Report of the Committee on Resolutions.

Report of the Resolutions Committee

Continued

The Convention received the following communication from the Hebrew Sheltering and Immigrant Aid Society of America:

May 1, 1922.

To the Delegates of the Convention of the International Ladies' Garment Workers' Union, B. of L. E. Building, Ontario and St. Clair Sts., Cleveland, O.:

Dear Friends:

We are cognizant of the important and serious questions pertaining to your organization, which are before you for consideration. We, however, are taking the liberty, despite your many problems, to appeal to you to give heed to our urgent needs because at no time in the history of the Society has it been confronted with greater demands for services, both here and abroad, than at present.

Hundreds of thousands of wander-weary human beings are appealing for service to the H. I. A. S., and must be helped because it comes from wives and children, fathers, mothers, sisters and brothers, flesh of our flesh and blood of our blood. A haven of refuge must be found for them.

Our activities must not be permitted to be lessened. It is imperative that we carry on our humanitarian efforts.

We wish you best success in your efforts on behalf of mankind, and trust that these endeavors will also include those who look to H. I. A. S. for service.

With heartfelt wishes for the success of your Convention,

Very sincerely yours,

J. W. L. Bernsclin, President.

Upon motion, recommendation was unanimously carried.

Request of Hebrew Immigrant Aid Society

Knowing as we do the important work done by this organization to assist the Jewish immigrants coming from the various countries on their way to America, and also upon their arrival to this country, we therefore recommend that the sum of $1,000 be donated by our organization to this deserving institution. And we further recommend that a call be issued to all Local Unions affiliated with our organization to aid and support H. I. A. S. financially and morally.

Delegate Aldenland: I amend it to $2,00. This was seconded.

Upon being put to a vote, the amendment was lost, and the recommendation unanimously carried.

Jersey City, May 1, 1922.

Officers and Delegates, International Ladies' Garment Workers' Union. Convention assembled at Locomotive Engineers' Auditorium: Cleveland, O.:

Greetings:

May I submit to your Convention a few suggestions which may be taken up by you in the form of resolutions and acted upon favorably:

I desire to call your attention to the fact that May, 1925, will be 25 years since our International Union has been chartered by the American Federation of Labor and since then became identified as a part of the American labor movement. No doubt, an organization like ours, which grew in those years from a negligible handful of men to the present membership of about 160,000, and from conditions disgraceful to humanity, is now a credit, not only to the labor movement, but to civilized men and women as a whole.

Sweating system has entirely been wiped out as well as the competitive system of piece-work and, instead, a short working day established with a living weekly wage. Those achievements have been secured by the efforts of our membership in a much shorter time than any other organized National or International could ever dream of. In view of this fact, I believe that our organization ought to celebrate its twenty-fifth anniversary in a manner befitting our organization.

As our Conventions are held biennially and there will be no prospect of holding a Jubilee Convention in 1925, I would therefore recommend the following resolutions to be adopted at this year's Convention:

1—That the next Convention of 1924 be postponed to May, 1925.

2—That all officers elected at this Convention be to hold office for three years until 1925.

3—That all ex-officers, who served as International officers during the time of its existence, be invited as guests of the Anniversary Convention in 1925.

4—To make the Anniversary Convention a representative one, in which all locals should be able to participate. I would suggest that the International Union should pay railroad fare and expenses to all delegates attending this Convention.

5—That the 16th Convention decide upon a centrally located city where the 1926 Convention be held. I would propose that either Philadelphia, where our International Union has received its charter, or in Washington, D. C., where the headquarters of the American Labor Movement are located.
6—That a committee be immediately ap-
pointed with instructions to report to the next
meeting of the General Executive Board the
cost of the fare and expenses, and the money
be raised by a weekly tax added to the regular
due stamps from all the members of the Inter-
national Union.

Yours sincerely and fraternally,

A. Rosenberg.

The above letter was received from Ex-
President Abraham Rosenberg, which sug-
gests the holding of the Jubilee Convention
in 1925 to celebrate the twentieth-anniver-
sary of the existence of our International.
The committee, after investigation, found
that the International was organized in the
year of 1899, and its first Convention was
held the same year in the city of Philadel-
phia. It therefore seems that when our
next Convention will be held in May, 1924,
our International will be 25 years old. We
therefore recommend that the next Conven-
tion of the International shall be known as
the Jubilee Convention and we further rec-
ommend that all ex-General Officers who are
still with the labor movement, either in fact
or in spirit, shall be invited at the cost of
the International to participate in the cele-
bration of our twenty-fifth anniversary. And
we further recommend that for that occa-
sion the history of the International shall
be printed and a free copy distributed to all
delegetes to the next Convention and offi-
cers of our various organizations.

Resolution No. 138

Introduced by delegations of Locals 5, 6,
10, 14, 18, 20, 22, 25, 26, 29, 37, 54, 59, 60, 66,
85, 100, 104 (28 signatories).

WHEREAS, our I. L. G. W. U. has a brilliant
past, a brilliant future before it, and
WHEREAS, there is no doubt that the study
and development of our members with greater
loyalty and devotion to the organization, and
WHEREAS, if we had our history written
for use in our classes from it our members
would learn how through the devotion, loyalty
and efforts of many of their fellow workers they
are in a position today to enjoy some of the
beauties and comforts of life, they
will learn how unity and solidarity helped their
fellow-workers to achieve all these, be it
RESOLVED, that the 16th Convention of the
I. L. G. W. U. instruct the incoming General
Executive Board to make arrangements, if pos-
sible, that a history of the I. L. G. W. U. be
written by competent persons.

Upon motion, recommendation was car-
ried.

Resolution No. 132

Introduced by delegation of Local No. 35.

WHEREAS, the cloak industry consists of va-
rious trades, and

WHEREAS, the scales of wages in these
trades are not uniform, be it
RESOLVED, that the Sixteenth Biennial Con-
vention of the International Ladies Garment
Workers' Union instructs the incoming General
Executive Board immediately to work out a
plan by which a uniform minimum scale for all
members, men and women, working in the cloak
industry may be inaugurated.

The committee recommends to refer this
resolution to the incoming General Execu-
tive Board. In this connection the commitee's
attention was called by delegation of
Local No. 8 to an error in the wording of
Resolution No. 72 in which the word "one"
was omitted before the words "minimum scale" and they would therefore
like that the request contained in Resolution
No. 132 should also apply to the finishers members of Local No. 9. The com-
mittee recommends to grant this request
and that action will be taken by the incom-
ing General Executive Board in all branches
of the industry wherever possible.

Upon motion, report was unanimously
adopted.

Resolution No. 146

Introduced by delegation of Local No. 1.

WHEREAS, Brother S. Sheley has been un-
relish as delegate to this convention on charges
brought against him to the Credentials Com-
mittee of the Sixteenth Biennial Convention of the
I. L. G. W. U., and

WHEREAS, some of the witnesses appearing
against him, if the charges are correct, are as
guilty as Brother Sheley himself, and

WHEREAS, Brother Sheley still contends that
he is guiltless of the main charge as presented
to the Credentials Committee, and

WHEREAS, there are a large number of dele-
gates who are not yet convinced and certain of
his guilt, be it therefore
RESOLVED, that the incoming General Ex-
cutive Board be instructed to make a thorough
investigation in this case as to the guilt or in-
nocence of Brother Sheley and the witnesses in-
volved in this matter.

The committee recommends to adopt this
resolution and give Brother Shelly another
opportunity to defend himself against the
charges made against him to the Credentials
Committee and prove his innocence if pos-
sible.

Upon motion, the recommendation was
unanimously adopted.

Resolution No. 148.

Introduced by delegation of Local No. 81.
C. Morris, Ray Glassman, Jack Tycher and
I. Davidson (Local 104).

WHEREAS, the employers throughout the
nation have solidly united, being bound together
by a solidarity of interest and organization
which leaves no room for divided action or de-
WHEREAS, the I. L. G. W. U., through the action of its previous conventions and policies adopted has always agitated as a solution to combat organized capital the closer affiliation of all industries, and

WHEREAS, the C. F. of L. at its regular meeting March 19, 1922, adopted the following resolution: "Resolved, That we the C. F. of L., in regular meeting call upon the A. F. of L. to take the necessary action toward bringing about the required solidarity within the ranks of organized labor, and that as a first step in this direction the various International Unions be called into conference for the purpose of arranging in a paramount all unions in their respective industries into single organizations, each of which shall cover an industry," which undoubtedly is to be greeted by our International as well as by any other progressive union, let it therefore

RESOLVED, that the 16th Convention of the I. L. G. W. U. held in May, 1922, pledges its co-operation and thereby instructs delegates to the A. F. of L. Convention to bring in a resolution requesting the A. F. of L. to immediately call a conference of all Internationals to carry through the plan recommended by the C. F. of L., and be it further

RESOLVED, that a copy of this Resolution is sent to the C. F. of L. as an expression of approval of their resolution here quoted, and that we herewith pledge our full support and co-operation to promote the idea agitated in said resolution.

The committee recommends that this resolution be referred to the incoming General Executive Board.

Resolution No. 154.


WHEREAS, the labor movement of the entire world has gone emphatically on record in favor of complete amnesty for all political prisoners in every country because without the absolute freedom of conscience and of expression progress is impossible, and

WHEREAS, there still are many political prisoners in Russia, while sections of the labor and Socialist movement are being suppressed, their leaders jailed and their members terrorized, their press suppressed and their activities outlawed, long after the menace of outside attack has passed and at a time when the whole-hearted support of the entire labor movement in Russia and outside are vital for the success of the Russian revolution, a situation that makes it difficult for the Socialist and labor movement in every country to work for the amnesty of their own political and for recognition for Russia, therefore be it

RESOLVED, by the International Ladies' Garment Workers Union, in Convention assembled, in the name of its thousands of members who have come from the Russian revolutionary movement, in the name of the hope and inspiration that we have felt in the movements of the Revolution, that we call upon the Russian Soviet government immediately to restore the freedom of the press and of association, to liberate all men and women held solely for their opinions and for political activities, and to grant a fair and open trial to those political prisoners now held for trial in Moscow.

Resolution No. 159.

Introduced by delegations from Local No. 35 and Local No. 38.

WHEREAS, the Soviet Government of Russia has confined in its prisons or military concentration camps a large number of political prisoners, most of whom have been kept there for several years without even a trial, and

WHEREAS, the largest number of them are Socialists of various factions who spent years in prison and in Siberia for participating in the revolutionary movement against the Czarist regime, and

WHEREAS, their imprisonment is due to the sole fact that they have or are disagreeing with the policies of the Soviet Government or are in opposition to the governing Communist Party in Russia, it be therefore

RESOLVED, that the 16th Convention of the International Ladies' Garment Workers Union, in Convention assembled, urge and make demands upon the Soviet Government for the immediate release of all political prisoners in Russia.

Introducers of both resolutions express their desire that the Russian Soviet Government grant amnesty for all political prisoners. Resolution No. 154, however, speaks in a more sympathetic tone about the Russian Government than is contained in Resolution No. 159. It is the opinion of the committee that for the sake of the continuation of the sympathy of all workers of the world to the struggles, hopes and aspirations of the Russian people and of their present Government that the political prisoners now held in the prisons of Russia be released and in that spirit we recommend the concurrence of Resolution No. 154.

Delegate Handler of Local 9 asked to be recorded as being opposed to the recommendation.

Delegate Rothenberg asked that the recommendation be tabled, owing to the unreliability of the news published regarding Russia.

Delegate Green spoke both against the resolution and recommendation. He contended that to pass such a resolution would mean that the International sided with the enemies of Russia.

Delegate Bernstein: I amend the report to read that we send a telegram to Russia, asking them to do justice to all political prisoners, of all parties, and take steps to free them. This was seconded.

Delegate Miss Kaplan spoke against the recommendation, maintaining that it would aid the capitalist world in crushing Russia.
Delegate Golden argued in favor of the resolution, maintaining that many of the founders of the Soviet Government are today in prison.

Delegate Chasnov argued in favor of releasing prisoners in Russia, but he maintained that there were a number of prisoners who were in jail not because of their ideas but because of their physical acts of violence. He therefore amended the report to apply only to those political prisoners who were in jail for their ideas.

Delegate Miss Pasetta: I amend it to read that this resolution apply only to anarchists, left social revolutionists and social democrats.

There was no second to the amendment.

Delegate Miss Pasetta: If we request the capitalist governments to release political prisoners, it is no more than right to request the workers' government to release their political prisoners.

Delegate Lanch: Why is it that Alexander Berkman and Emma Goldman, who were in Russia two years, were not put in jail although they had different opinions?

Delegate Farber: Because the Soviet Government was afraid to arrest such famous people, who are known the world over.

Delegate Farber concluded his remarks by mentioning the names of several people who had been either executed or jailed because of their opinions and exhorted the delegates to pass the recommendation of the committee.

Upon being put to a vote, the report of the committee was adopted, 129 voting for, 41 against.

The committee considered the appeals made at this Convention by the old veteran of the labor movement, Bro. H. Weltberg, for financial assistance to the Freie Arbeiter Stimme. On the one hand it had this sympathetic appeal to consider, while on the other hand unpleasant reminiscences of the unjust criticism of our International Ladies' Garment Workers' Union appeared vividly before us. We could not find any justification for the many undeserved attacks by this newspaper against our organization. The committee, however, is of the opinion that in view of the old standing record of the Freie Arbeiter Stimme that has always devoted its columns to the cause of labor and having confidence in the statements of our Comrade Weltberg at this Convention that the near future will see the Freie Arbeiter Stimme again continuing its old policy of constructive advice and criticism to the labor movement, decided to donate $250 to the Freie Arbeiter Stimme.

Upon motion, the recommendation was carried.

Resolution No. 141

Introduced by delegations of Locals Nos. 1, 22, 25.

WHEREAS, there are a hundred and thirty-five political victims suffering in the prisons of the United States workers, who unreservedly sacrificed their lives to better the conditions of the masses, men who are today going through horrible torture, many of them doomed to long terms of imprisonment and some even sentenced for a life-time, and

WHEREAS, many of them are foreign-born and have no relatives or personal friends in this country to assist them in any way, and

WHEREAS, the little comfort or privileges the stringent prison laws permit must be paid for in money, and

WHEREAS, the Political Prisoners' Defense and Relief Committee provides this money and is also working for new trials for all of them regardless of their creed or the difference in their political beliefs, since they are all class-conscious, daring leaders of the working class, be it therefore RESOLVED, that this Sixteenth Convention of the I. L. G. W. U. goes on record endorsing this organization and renders it financial help.

Your committee recommends to strike out the "resolved" of this resolution and substitute the following: Resolved, that the Sixteenth Convention of the I. L. G. W. U. donates the sum of $50 to this organization. So that the resolution as amended will read:

WHEREAS, there are a hundred and thirty-five political victims suffering in the prisons of the United States, workers, who unreservedly sacrificed their lives to better the conditions of the masses, men who are today going through horrible torture, many of them doomed to long terms of imprisonment and some even sentenced for a life-time, and

WHEREAS, many of them are foreign-born and have no relatives or personal friends in this country to assist them in any way, and

WHEREAS, the little comfort or privileges the stringent prison laws permit must be paid for in money, and

WHEREAS, the Political Prisoners' Defense and Relief Committee provides this money, and is also working for new trials for all of them regardless of their creed or the difference in their political beliefs, since they are all class-conscious, daring leaders of the working class, be it therefore RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. donates the sum of $50 to this organization.

Delegate Miss Goodman: I amend the report to donate $100 to this organization.

This amendment was seconded, and the recommendation as amended was unanimously carried.

Resolution No. 52

Introduced by delegation of Local No. 3.

WHEREAS, the People's Relief Committee, at its Inception, aimed to alleviate the suffering
of the starving peoples of Europe, particularly of Russia, and
WHEREAS, for the past few years, instead of fulfilling its mission, it has been assisting in the upbuilding of a middle-class, which, when developed, is the worst element which labor has to contend with and fight against, be it therefore
RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U., assembled in Cleveland, Ohio, instructs the incoming General Executive Board to sever all connections with the People's Relief Committee for the future.

The committee recommends the non-concurrence of this resolution.

Upon motion, the recommendation was carried.

Resolution No. 187

Introduced by delegation of Locals Nos. 22 and 25.

WHEREAS, the structure of our present form of organization is such that it centralizes the entire control of the organization in the hands of a few, thereby bringing about a state of affairs in which the majority of the membership is uninformed and indifferent to union matters and does not participate in the shaping of the policies, tactics and activities of our unions, and
WHEREAS, such conditions delay and obstruct the growth and progress of our organization, and
WHEREAS, our unions are still based on narrow craft divisions which give rise to petty craft interests, narrow selfishness, misunderstanding, much unnecessary friction and is detrimental to the unity and solidarity of the workers which is so necessary to maintain the interest of the workers against the employers, and
WHEREAS, in 1929 in the Waist and Dress Industry of Local 25, in the city of New York, there developed the Shop Delegate Movement which aimed to bring the shops of those industries into closer contact with one another, which aimed to create a large, central, active, responsible body of union members to carry on the necessary work of the union, and
WHEREAS, this movement awakened so keen an interest in the union among a great number of its members usually indifferent and stimulated thought on shop, trade and industrial problems that it eventually came to a stage when the membership decided and installed the Shop Delegate System; over six hundred delegates meeting regularly every two weeks to deliberate on union affairs, and
WHEREAS, the General Executive Board declared this body illegal and when the Shop Delegates' body recommended and the membership approved of giving such body executive power, the General Executive Board put an end to its existence, and
WHEREAS, we believe that the Shop Delegate system or organization, by the very nature of its structure, will call into the field of union activity many more members than are now active and will develop in our workers the knowledge and ability requisite for the management and strengthening of our organization and will train and prepare the rank and file for the eventual control of industry which is the ultimate aim of the working class, be it therefore
RESOLVED, that this Sixteenth Biennial Convention of the I. L. G. W. U. goes on record as organizing the Shop Delegate system of organization, that is that our constitution be so amended as to permit any Joint Board or local union not affiliated with a Joint Board, if it so desires, to decide by a majority vote to reorganize itself on the basis of the Shop Delegate system.

The system of shop delegates rule was outlined to the committee in approximately the following manner:

1—Shop representatives shall be elected from each shop in proportion to the number of workers employed in that shop regardless of craft.

2—These representatives shall constitute themselves into an executive and legislative body.

3—That every elected representative must attend a meeting of this body once in two weeks.

4—That their decision be binding upon the entire industry and carried by the Joint Board and their officers, except in such cases as this body will decide to refer a question to a referendum vote of the membership.

The committee believes that this body, if organized, will not be stable. Its composition will change as our seasons do. As soon as a representative will leave one shop and go to another shop he will also have to leave and lose his rights to participate in the organization. A body of this kind, in the opinion of the committee, cannot do any effective work. The committee further maintains that such a body will not be truly representative of the various branches of our industry and also will exclude representation of nationalities that have secured autonomous existence in our organization. From experience, we know, that in most cases where a shop representative has been elected it is a representative of one particular craft and always of the branch that constitutes the majority in the shops. The members of such organizations who have minority representation in the shops will therefore seldom have an opportunity to be elected to that body and to participate in the activities of the organization and will be deprived of every possibility to have a say about their industry.

The committee is further of the opinion that point No. 2 of this system, which provides that this body be executive and legislative is, in the opinion of the committee, contrary to the democratic principle of our organization and the entire labor movement. While we admit that the activity in our organization could be increased to a considerable extent, that our membership is to a great degree indifferent to the activities of their respective organizations and that a great deal can be done, and ought to be done, in order to intensify the interest of our great membership in our organization.
still we feel that we have no moral justification, because of the negligence on the part of some of our members to attend to their Union meetings and to the various other activities in their organizations, to deprive all those who desire to be active, and who want to have a say in the management and conduct of their organization, and who are anxious to exercise their inalienable rights as members and dues-payers of their Union from any activity in their organization.

Under this plan, the right of a member will depend upon his fortune to have and to hold a job. A member, according to this plan, will have to be elected from the shop in which he or she is employed and consequently all those who are unfortunate enough to be without work, will in addition be deprived of the rights to have a say how to improve their conditions. We must bear in mind that our Industry is a seasonal industry and that on an average 30 per cent of our membership is unemployed and consequently 30 per cent of our membership will be deprived of any possibility to have any say in the organization. Furthermore, we know that the time when the workers need the Union most and think about the Union most is in time of the dull season, and according to this plan it will be just at this time, that a great number of our membership will be deprived of having their say in the organization. We cannot approve a form of organization that tends to exclude a great portion of our membership from participating in the internal affairs of the organization at any time and more so in dull seasons when most interesting and most serious problems confront the organization.

Furthermore, it is the opinion of the committee that the organization of shop representatives will be too cumbersome a body to act and legislate for the organization. The proponents of this plan propose that the representatives be elected proportionately in accordance with the number of members working in each shop of a given industry. If this plan is followed, and as our industry is situated today where we have shops that employ ten or fifteen people and shops that employ a hundred or more people, if proportional representation is followed, the shop delegate body may consist in some industries of about five to six thousand people. Take the cloak industry of New York for an example which consists some industries of about five to six thousand people. Take the cloak industry of New York for an example which consists of three thousand shops. The committee cannot see any practical possibility of transcending business and establishing detail rules and regulations at the mass meetings of 6,000 people.

The committee is therefore of the opinion that the plan containing Resolution No. 137 is impractical, unjust, and is against any democratic form of organization. We further believe, that the aim intended by the introducers of this resolution, namely, the increased activity of our members and shop representatives can be obtained in many other ways without violating our democratic rule and depriving the great mass of our people from participating in their affairs whenever they desire. We believe, that shop chairman, shop committees, existing at the present time, should be called to meetings as often as possible to acquaint them with the various problems confronting their organization, to inspire them with enthusiasm and interest for their organization, to educate them to a degree of converting them into loyal and devoted exponents of the principles of the trade union movement.

This, however, does not mean that we must give them all the rights of the other members and convert our organization into an institution where a great many must part with their rights without any possibility of regaining them in many and many instances.

Let us not be carried away by sentimental phrases! Let us not destroy the organization that has given us so much happiness! Let us not rule, but guide our membership! The committee is of the opinion that intelligent, devoted, and enthusiastic leadership can be gained in a voluntary manner by simple devotion to the cause of the movement which will bring about an alive, active, and intelligent membership.

The committee recommends, therefore, the non-concurrence of this resolution.

Delegates Hochman (Local 22), Shane (Local 1), and Hendler (Local 9), stated that they will file a minority report. Brothers Hochman and Hendler are for the adoption of this resolution because they believe the shop delegate system to be a superior form of organization and Brother Shane while being opposed to the ideas contained in this resolution, still maintains that the International has no right to decide upon its form of organization for the Locals.

Delegate Shane: I wish to make a correction. My statement to the committee was that the membership, being the supreme body in our International, have the right to decide as to what form of organization they see fit to have.

Delegate Hochman submitted the following minority report:

In presenting a minority report on Resolution No. 137, we do so because it is our sincere belief that its adoption would satisfy a long-felt need for a change of the form of our organization. We believe that the pres-
ent form of management, control, and leadership in our organization concentrates power and responsibility in the hands of a comparatively small group of members comprising the joint boards, executive boards and officers of the Union and such few other active members who participate in this work.

As a result of this system, a majority of the workers in the shops remain uninformed about the affairs of the Union and entirely indifferent to them, which fact has been a source of antagonism and unnecessary dissension and which hampers constructive work.

In contrast to it, we believe in, and recommend to this Convention for adoption the shop delegates' system as presented in Resolution No. 137. By the term "shop delegate body" we mean that in each shop, in proportion to the number of workers employed therein, as well as representatives of craft and language locals, delegates shall be elected who shall meet periodically to take up the problems of the industry. This body shall also be the one to elect joint boards, or executive boards which shall be responsible to it. Such a body would serve as a link between the workers of one shop and another, would keep the workers constantly and uninterruptedly informed about the problems of the industry, and would tend to develop a large and ever-growing number of active workers, wellversed in the affairs of the organization and capable of understanding and participating in the practical affairs of the Union.

The shop delegate body will not deprive the members of their right in deciding upon an important question, as all important questions will have to be decided by a referendum vote of all the members. Quite to the contrary, keeping constantly in touch with the masses of the workers in the shop, it will arouse their interest towards participating in popular voting and their referendums, which has in the past been more or less somewhat of a farce because of the fact that only a small fraction of the workers would participate in such referendum, and the shop delegates' system would make for real mass voting.

It is not the intention of this resolution to give the right to these committees to act as negotiators between the workers and the employers, either in making any arrangements or adjustments of any disputes. That removes the objection usually raised to the shop delegates' body that not having the training or the experience for such negotiations, they are not fit for this work. The shop delegates' body would leave this work to a chosen set of persons who have had the experience and the training to conduct such negotiations.

The shop delegate body means the establishment of an industrial parliament of shop representatives elected in proportion to the number of workers employed in each shop, responsible to the workers of the shop and intended to do away with the indifference of the mass of the workers in the affairs of our Union.

We do not intend to force this system upon every Local of our International but we do want that whenever a Local Union or Joint Board votes for the establishment of a shop delegates' system, that it be permitted to function as a perfectly legal form of Union management in our International.

Delegate Hochman supplemented his report by stating that "democracy means a system whereby the workers really participate in the affairs of a union. He maintained that at the present time the membership at large is not given an opportunity to take an active part in solving the problems of the industry. He maintained that the responsibility that would be placed upon the membership through the shop delegate system would result in a more active membership, would develop better leaders, and help solve the problems of the industry.

Delegate Heller summed up for the committee as follows: The majority of the committee admitted that the activity of our membership could be increased. We believe that the shop chairmen should be consulted as often as possible, but the point that we emphasize is that the shop chairmen can not exclude any other member who desires to participate in the affairs of the union. The aim of the movers of this resolution can be obtained by a voluntary form of organization of shop chairmen, who can be called together as often as possible to educate them, to instill courage and confidence in their cause, but to give them power to exclude the other members is a different proposition. It is undemocratic.

Upon being put to a vote, the recommendation of the committee was carried, 141 voting for, 45 against.

Resolution No. 36

Introduced by Mike Maricondi, Local No. 113.

WHIKEAS, the Mount Vernon Ladies' Garment Workers' Union, Local No. 113, in their
Resolution No. 151

Introduced by delegation of Local No. 17.

WHEREAS, the ladies' garment industry is a seasonal industry, and
WHEREAS, due to the fact that the ladies' garment industry is constantly being over-extended and over-manned, there by causing a great deal of unemployment, which according to statistics, is twenty (20) weeks in each year, be it therefore
RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union adopt the principle that the time has come for the industry to yield to the workers, in return for the human energy which they invest in the industry, not only a minimum weekly wage, but also a fair yearly compensation, and be it further

Resolution No. 160

Introduced by delegations of Locals 26, 27, 29, 37, 42 and M. Perlstein, delegate of the Cleveland Joint Board.

WHEREAS, the hardships which unemployment inflicts upon the workers in our industry, is much more serious than the hardships inflicted on the workers in other industries in this country, and
WHEREAS, the hardships of unemployment are affecting the people employed in the Ladies' Garment Industry not only during the periods of industrial depression, but also when business activities are normal, and
WHEREAS, there is no reason why an industry which pays a permanent tax to the insurance companies in order to indemnify the employer in case of an emergency period, should not likewise have a permanent fund for the indemnification of its workers for lack of work, and
WHEREAS, not only the workers, but pressure people in general, have begun to realize that the welfare of the human factor in industry, is entitled to, at least, as much consideration as the property of the employer, and
WHEREAS, unemployment is beyond the control of the workers and is largely due to defects in the management and control of industry, be it therefore
RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union adopt the principle that the time has come for the industry to yield to the workers, in return for the human energy which they invest in the industry, not only a minimum weekly wage, but also a fair yearly compensation, and be it further
RESOLVED, that the incoming General Executive Board be instructed to begin negotiations with the employers throughout the country for the recognition and adoption of this minimum yearly budget wage, and be it further
RESOLVED, that this minimum yearly income be guaranteed to the workers through a properly organized insurance plan, based on the fund to which the employers contribute a certain sum weekly to insure the worker the guaranteed income.

Your committee heartily approves of the justice of the ideas contained in this resolution. We know, that all our efforts of the past to decrease the working hours and even the great revolution of the establishment of week work did not materially affect the length of our seasons. It seems as if were are caught in a vicious circle as we decrease our hours, the number of workers in the industry is increased. And as the number of workers in the industry is increased, we demand decreased hours in order to mitigate the evil of unemployment but with all our efforts we see that until the present day our industry still suffers from unemployment. There can be no difference of opinion that the establishment of a minimum number of weeks of employment, in the same manner as we did establish a minimum scale of wages, would eventually make an end to the irresponsible over expansion and over manning of our industry. In our
opinion, this is one of the most effective remedies for unemployment. We, therefore, heartily endorse the principle contained in these resolutions.

We appreciate however, the difficulty and the complex obstacles that our organization may be confronted with in its attempt to realize the principle contained in these resolutions. I may probably mean, a great degree of sacrifice for a time on the part of a number of our members who will be unfortunate to work in shops of such manufacturers who will be unable to accede such demands. It may also require the establishment of a large fund to assist members until they will find positions and also to carry out the struggle for obtaining such demands. We are quite cognizant of the fact that the employer will put up a very strong resistance against those demands and we therefore recommend reference to the incoming G. E. B. for careful study of the subject and at the same time empower them to introduce this principle wherever they will find it applicable and practical.

President Schlesinger expressed his approval of the reference of this question to the General Executive Board for study, and stated that the way the matter appeared to him now, it should not be adopted even in principle.

Upon motion, the recommendation was unanimously carried.

Resolution No. 116

Introduced by A. Rodin, Local 18; Max Carolinsky, Local 35; Louis Langer, Local 35; Elizabeth Rudolph, Local 15; Samuel Freedman, Local 20; H. Feln, Local 1; B. Bloomberg, Local 37; A. Sher, Local 59; J. Breslaw, Local 35; Max Libow, Local 64; H. Greenberg, Local 23; Nicholas Dott, Local 127, and Isidor Schelsbolts, Local 22.

WHEREAS, Brother Morris Sigman, a member of Local No. 35, Cloak Pressers' Union, and First Vice-President of our International, is giving up his activities with our International for various reasons, and

WHEREAS, Brother Morris Sigman has been for many years officially and unofficially connected with our organization and in those years has helped with all his strength and energy to build up our International, the proud edifice of the Labor Movement, and

WHEREAS, Brother Morris Sigman's activities and sincere devotion will surely be greatly missed in the organization, but since he has decided to retire we must bow to his decision, be it therefore

RESOLVED, that this convention express its gratitude and hearty appreciation to Brother Sigman for his great devotion and hard and sincere labor in the upbuilding of our International, and be it further

RESOLVED, that this convention give Brother Sigman a token of appreciation as an expression of gratitude for his never-to-be-forgotten work in our organization in behalf of our entire membership, irrespective of race, creed or religious beliefs.

Your committee regrets the fact that our beloved Brother M. Sigman is leaving our organization. We know the work of inestimable value which he has performed for our organization. From the day of its inception to the day when it reached the highest pinnacle of success, he has been with us. He has served us in all capacities, both as a plain soldier and officer. He has been busily engaged as both sailor and captain, guiding the destinies of our members for a long period of years.

The committee's sincere wish is that Brother M. Sigman change his mind and remain with us as our leader as heretofore. He was always a great asset to our organization and more so do we need him at the present moment. This, however, is a question that is mostly for himself to decide.

If he will fail to change his mind and decide to take a rest and try to tread a new path for a while, we wish him success and happiness. We know that even in his capacity as a private citizen his heart will always be in the place where he spent his youth and the dreams of his early days in the labor movement.

The committee in appreciation of the services rendered by Brother Sigman accepts the expression of gratitude which it has given him here officially, and recommends that a token to show the thought contained in the expression of the Committee on Resolutions be given Brother Sigman.

The recommendation was received with great applause and was unanimously adopted by a rising vote.

It being 10:20 p.m. the session adjourned to reconvene Saturday, May 13, 1922, at 9:30 a.m.

Twelfth Day—Saturday Morning Session
May 13, 1922—9:30 A.M.

President Schlesinger opened the twelfth session at 9:30 a.m.

The following delegates were absent:

B. Shane, Joe Baruchowitz, H. Aidenland, Morris Rublin, L. Levy, A. Rothenberg, Ph. Soldner, H. Daniakoff, A. Berk-

And you best wishes and success.


National Union of America. Local 109 of the International Ladies' Garment Workers' Union, Cleveland, Ohio. We understand the hardships that these strikers have undergone during the 17 weeks' strike. They may, however, be certain that the strike will be continued until final victory. The General Executive Board as well as all other local unions affiliated with our organization will stand by the strikers until the above firms will learn that the Cleveland Cloak Makers' Union has come to stay and that no one will return to work until the complete unionization of these factories is realized.

The Committee unanimously recommends the adoption of this resolution.

WHEREAS, the Italian Hospital of New York has rendered beneficial service to hundreds of unfortunate workers, and

WHEREAS, it is very essential that the working people and their organizations provide for the maintenance of the institutions beneficial to the working people themselves, be it therefore

RESOLVED, that this Convention decide to donate $200.00 to the Italian Hospital of New York in order to contribute somehow to the continuation of the humanitarian service rendered by the Italian Hospital to the helpless workers.

The Committee recommends that a sum of $200 be donated to this institution.

Upon motion the recommendation was unanimously carried.

Resolution No. 200

Your committee expresses its admiration to the brave strikers of the workers of Landesman-Hirschheimer Co., Mooshitz Bros. and Bloomfield Company of Cleveland, Ohio. We understand the hardships that these strikers have undergone during the 17 weeks' strike. They may, however, be certain that the strike will be continued until final victory. The General Executive Board as well as all other local unions affiliated with our organization will stand by the strikers until the above firms will learn that the Cleveland Cloak Makers' Union has come to stay and that no one will return to work until the complete unionization of these factories is realized.

The Committee unanimously recommends the adoption of this resolution.

Resolution No. 201

Introdued by delegation of Locals No. 48 and No. 89, and L. Magnavita (3); B. Cinclari (134); M. Magnavita (113); A. La Guardia (127), and A. Lero (26).

WHEREAS, the "Umanitaria" of Milan, Italy, is an institution favorable to the working class, and

WHEREAS, it devotes its activities especially to the benefit of the immigrants, providing them with moral and material help, and

WHEREAS, the "Umanitaria" has proven to be of great enlightenment and cooperation in solving many labor problems in Italy and elsewhere, be it therefore

RESOLVED, that this Convention goes on record giving moral and financial support to the "Umanitaria," donating to it $200 in appreciation of the good work done and to be done in favor of the working class.

The Committee recommends to substitute the word "$200" in place of $500 in the "resolve" of this resolution and with this amendment the Committee recommends the adoption of this resolution.

Upon motion the recommendation was unanimously carried.
Resolution No. 202
Introduced by J. Lanch, delegate of Local No. 52.

WHEREAS, the Jewish Consumptive Relief Association of California is devoting its energies and has as its aim and purpose to alleviate the sufferings of the tubercular patients that come under its care; and

WHEREAS, the said Association is maintaining a sanatorium in Los Angeles suburb for the treatment of pulmonary tuberculosis, and

WHEREAS, the standard of treatment and care given to the patients in that sanatorium is on par with all first-class institutions, and its principles are based rather on brotherhood than charity; and

WHEREAS, working men and women of the needle industries are by far the largest number of patients at the sanatorium, be it therefore

RESOLVED, that the Sixteenth Convention of the I. L. G. W. U. at Cleveland, O., assembled, endorses the work of this Association and appeal to all labor organizations to support it in its efforts to help the unfortunate victims of consumption who must go to Southern California for aid, and be it further

RESOLVED, that this Convention recommends to all its affiliated local unions and joint boards, as well as to all its members, to extend to this Association, co-operation and aid so that the Association might be relieved of its present financial difficulties, and be it further

RESOLVED, that this Convention donate a fixed sum for the support of the sanatorium maintained by this Association.

The Committee recommends that this Convention donate $500 to the Jewish Consumptive Relief Association of California and the Committee further recommends to instruct the incoming General Executive Board to circulate all the locals affiliated with our organization and ask them to give moral and financial support to this institution.

Delegate Lanch: I amend it to $1000. This was seconded. Upon being put to a vote, the amendment was lost and the recommendation unanimously carried.

Resolution No. 206
Introduced by B. Kurland, delegate of Local No. 73.

WHEREAS, it has become customary to sign contracts with small employers who do not employ cutters which endangers the conditions in the larger shops where cutters are employed, and

WHEREAS, this causes unemployment among the cutters in our trade and adds to their hardships, be it therefore

RESOLVED, that this Sixteenth Convention instruct the incoming General Executive Board and that they in turn instruct all officers authorized to sign contracts, that such contracts shall not be signed unless cutters are employed in those shops.

Committee recommends the adoption of this resolution.

Upon motion the recommendation was unanimously carried.

Resolution No. 128
Introduced by delegation of Local No. 22.

WHEREAS, the short-sighted policy of isolation which the A. F. of L. has been following is inconsistent with the interests of the American working class as well as that of the workers of other countries whose standards of living is being imperiled by the concerted attacks of International capital, and

WHEREAS, only a common resistance of the labor movement of all countries, regardless of political or social opinions they now hold can successfully cope with the crisis which this situation has created, be it therefore

RESOLVED, that the convention of the I. L. G. W. U. of America views favorably and endorses the decision of the Three Internationals at Berlin to call a world congress of labor for the purpose of forming a united front against the attacks of International capitalism upon the working class, and be it further

RESOLVED, that the Convention calls upon the A. F. of L. to send delegates and participate in the congress when it is called, and instruct the delegates at the next convention of the A. F. of L. to raise the question on the floor of the convention and speak and vote for the sending of delegates to the world congress of labor, and be it further

RESOLVED, that the convention elects two delegates to represent the workers of the I. L. G. W. U. in case the A. F. of L. should decline to participate in the foreseen world congress.

Resolution No. 125
Introduced by delegation of the Joint Board of Clockmakers' Unions, New York.

WHEREAS, the modern methods of producing and distributing commodities have inseparably linked together the producers of all countries, and

WHEREAS, the capitalists and bankers of all lands are united in their efforts to reduce working standards all over the world, and the workers can resist the international aggressions of capital only by united struggle on international scale and by loyal support and co-operation between all wage-earners regardless of national boundaries, and

WHEREAS, the workers of all advanced countries recognising this compelling situation, have established an organic bond of solidarity in an international federation of labor organizations, and

WHEREAS, the American Federation of Labor is the only great national body of workers without international affiliations.

The International Ladies' Garment Workers' Union, in Biennal Convention assembled, declare it considers the isolation of American organised labor as a backward and detrimental policy, and

THEREFORE, instructs its delegates to the coming annual Convention of the American Federation of Labor to introduce a resolution at such Convention for the immediate reorganisation of that body of its international affiliation.

The Committee recommends the adoption of Resolution No. 125.

Upon motion the recommendation was unanimously carried.
Resolution No. 24

Introduced by all Boston and Worcester Locals.

Whereas, the waist, dress and petticoat workers of the city of Boston have made attempts to organize the workers in that industry, and

Whereas, the five or six hundred that do belong to the union have the greatest difficulty in maintaining the conditions obtained in some of the shops due to the fact that the greatest number of shops in the city are non-union and conditions in them are much inferior to those in union shops, and

Whereas, unions men and women work in factories with non-union workers and under non-union conditions, and

Whereas, a general organization campaign in the waist, dress and petticoat industry in the city of Boston would result in the organization of the Boston industry, be it therefore

Resolved, that the incoming General Executive Board be instructed to institute an organization campaign immediately upon the adjournment of this convention, and be it further

Resolved, that the Sixteenth Biennial Convention endorse a general strike in order to obtain full control of the waist, dress and petticoat industry in Boston.

The Committee recommends that this Convention empower the incoming General Executive Board to call a general strike in the Waist, Dress and Petticoat Industry of Boston in order to completely organize this industry and establish union conditions throughout the entire trade.

Upon motion the recommendation was unanimously adopted.

Resolution No. 207

Introduced by delegation of Local No. 48 and Local No. 89.

Whereas, in the city of New York there has been organized a central body called the Italian Chamber of Labor, whose aim it is to help organize the Italian element and to assist every legitimate labor union in spreading propaganda and organizing, and to give to any labor union all the necessary help in time of struggles, and

Whereas, the Italian Chamber of Labor is in need of the affiliation of the Italians who are organized so that expenses can be covered to secure the existence of this body, be it therefore

Resolved, that the Sixteenth Biennial Convention of the I. L. G. W. U. assembled in Cleveland, Ohio goes on record by instructing the incoming G. E. B. to request the locals that have Italian members to affiliate with the Italian Chamber of Labor and be it further

Resolved, that the incoming Executive Board will do all in its power to morally and financially help the above mentioned institution.

The Committee recommends to strike out the words "to notify" in the first "resolve" and to substitute the words "to request."

Upon motion the recommendation was unanimously adopted.

Resolution No. 147

Introduced by delegations of Locals Nos. 1, 22 and 25.

Whereas, the Ferrer Modern School in Steton, N. J., has, after ten years of experiment and experience demonstrated that libertarian methods as applied to the education of children are far superior to authoritarian methods, and

Whereas, libertarian education tends not only to promote the happiness of the children in question but is invaluable in paving the way to a society of free men and women, and

Whereas, this school, which has grown in ten years from its original one pupil to one hundred and twenty and is operated and controlled by workers for the children of workers, be it therefore

Resolved, that this 16th Convention of the I. L. G. W. U. extends its congratulations and commendation for the work that it is accomplishing and that it appropriate an annual sum of Five Hundred Dollars ($500) in support of this school and be it further

Resolved, that the General Executive Board stands instructed to appoint one of its members to act on the Board of Management of the Ferrer Modern School to advise and cooperate in its undertaking.

Your Committee recommends to substitute the word "three hundred dollars" in place of "five hundred dollars" in the first resolve and recommends reference of the contents of the second resolve to the incoming General Executive Board.

Upon motion the recommendation was unanimously carried.

The Committee received the following communication:

New York City, April 25, 1922.

The International Ladies' Garment Workers in Convention Assembled:

Friends:

The bearer, Friend O. Volinsky, is our accredited representative. Kindly allow him the privilege of the floor to extend to you our greetings and address you on behalf of our Kropotkin Publication Society.

Fraternally yours,

The Committee

D. J. Maryson, Trea.

The Committee recommends that $150 be donated to the Kropotkin Publication Society.

Upon motion the recommendation was unanimously carried.

Resolution No. 158

Introduced by delegation of the Cleveland locals.

Whereas, the Cleveland Socialist Labor Lyceum is serving as a home for the Cleveland Labor movement as a whole, and

Whereas, there is a necessity to build a larger lyceum for the purpose of concentrating
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all the activities of the Cleveland labor movement, be it therefore
RESOLVED that this Convention, which is held in Cleveland, donate a sum in the fund of paying off the mortgage on the Labor Lyceum and thereby help to build a larger building which is so necessary for the needs of the Cleveland labor movement.

The Committee recommends to donate $200 to this institution.

Upon motion the recommendation was unanimously carried.

Resolution No. 161

Introduced by delegations of the Cleveland and Toledo locals.

WHEREAS, after a struggle of many months, the workers of The Cohen Friedlander & Martin Co., Alexander Black Co. and Candy Cloak Co., in the City of Toledo were compelled to return to work under the inhuman and impossible conditions established by the employers, be it therefore
RESOLVED, that the Sixteenth Convention of the International Ladies' Garment Workers' Union instructs the incoming General Executive Board to immediately proceed with the preparations for the establishment of humane conditions of labor in the garment industry in the City of Toledo, be it further
RESOLVED, that the incoming General Executive Board be instructed to immediately begin negotiations with the employers in that city and if no successful understanding can be reached, a general strike be ordered.

Your Committee recommends the adoption of this resolution.

Upon motion recommendation was unanimously carried.

Resolution No. 140

Introduced by Boston delegations of Locals Nos. 7, 12, 24, 49, 56, 73 and 75.

WHEREAS, there is an Ex-Patients Tubercular Home, in the City of Denver, Colorado—an institution that gives sanatorium care for an unlimited time, and
WHEREAS, such a home is urgently needed for all those, who leave the sanatorium, and
WHEREAS, to have such a home requires funds, be it therefore
RESOLVED, that this Sixteenth Convention of the I. L. G. W. U. make a donation of a fixed sum for the upkeep of such a home.

Your Committee recommends to donate $100 to this organization and also recommends that the General Executive Board calls upon the locals affiliated with our organization to aid and support the Ex-Patients Tubercular Home of Denver, Colorado, as much as their finances will permit.

Upon motion the recommendation was unanimously carried.

President Schlesinger: There are some other requests for financial assistance which the Committee has not acted upon as yet.

Delegate Lanch: I move that these requests be referred to the General Executive Board.

This was seconded and unanimously carried.

Resolution No. 73

Introduced by delegation of Local No. 9.

WHEREAS, the development in the technique, as well as for geographic reasons, abolished the limitations which divided certain local unions and gave them cause for existence as a separate local, and
WHEREAS, such locals in order to keep up their local existence propagate such a local patriotism which diminishes the class consciousness of the worker, and very often leads to jurisdictional struggles by which only the bosses profit, be it therefore
RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. goes on record that in the city shall exist more than one local of a trade, and there where such a situation exists, these locals shall unite as quickly as possible into one local.

There is a division of opinion in the Committee on the decision of this resolution. The majority of the Committee are of the opinion that Article 6, Section 2 of our Constitution clearly and definitely provides for the conduct in case of the existence of more than one local in the same trade. It reads: "A charter shall not be granted to a Local Union of a branch of the trade of which there is another Local Union in existence in the same city or locality, except with the consent of such existing Local Union." By this, the rights and the duties of the General Office in such cases is clearly stated. The Committee, however, cannot give to anybody the right of wholesale withdrawal of charters from affiliated local unions. The Committee believes that a charter of a Local Union can only be withdrawn on specific complaints and after a due opportunity, for defense was given to the local concerned. We therefore recommend the non-occurrence of this resolution.

The minority consisting of delegates Shane of Local No. 1 and Hendler of Local No. 9 are of the opinion that the resolution be amended as follows:

WHEREAS, Article 6, Section 2, reads that no charter shall be issued to a local union of a branch of the same trade, of which there is another local union in existence in the same city, and
WHEREAS, there are such locals of the same branch in the same city in existence now, therefore be it

RESOLVED, that the incoming General Executive Board stand instructed to use all efforts to amalgamate such locals wherever they are in existence.

The Committee recommends the adoption of the majority report.

Delegate Hendler spoke in favor of the minority report.

Upon motion the majority report was adopted.

Delegate Miss Schweitzer: Resolutions 207 and 208 were not reported on.

Delegate Heller: These resolutions were included in the report of the committee on Resolutions on the same subject matter and favorably acted upon.

Committee on Resolutions desires to express the thanks of this Convention to the representatives of the press, Comrade Harry Lang of the Forward, Comrade William M. Felgenbaum of the New York Call, Mr. John J. Leary, of the New York World and Mr. Edelsberg of the Jewish World, for their accurate and impartial reports which they have given to their respective newspapers about the transactions at our Convention.

The Committee also desires to express the thanks of this Convention to the Arrangement Committee, Chas. Kreindler, Chairman, Mollie Friedman, Secretary, Abe Katofsky, N. Solomon, Carrie Galagher, Joel Levine, Sam Finkel, S. Turk, E. Nour and Louis Friend, for the magnificent entertainment which they have given to our delegates and for their hospitality to the assembled delegates. We recommend that the incoming General Executive Board expresses this feeling with a token of some kind, preferably gold fobs after the model of the badges of the delegates to this Convention.

We further recommend that the five sergeant-at-arms who served at this Convention and attended to their duties in a most satisfactory manner be presented with the same tokens as the Arrangement Committee.

Upon motion the recommendation was carried amidst applause.

Vice President Heller: This concludes the report of the Committee. I move that the report as a whole and as amended be adopted.

Fraternally submitted,
Jacob Heller, Chairman, No. 17.
Max Amdor, Secretary, No. 2.
B. Shane, No. 1.
F. Magnavita, No. 3.
H. Hendler, No. 9.
H. Berlin, No. 10.
J. Hochman, No. 22.
L. Pinkofsky, No. 23.
H. Slutzky, No. 35.
E. Molisani, No. 48.
F. Popowitz, No. 62.
L. Friedman, No. 66.
L. Antonini, No. 89.
H. Dardick, J. B. Philadelphia.
A. Snyder, J. B. Boston.

This was seconded and carried amidst applause.

Delegate Wander: On Page 4, Resolutions Nos. 69, 27, 122 and 83, should read instead of the majority report being adopted "the majority report as amended by me."

President Schlesinger next called upon Vice President Halpern to report for the Committee on Union Label, Cooperatives and Union-Owned Shops and Factories.

Report of Committee on Union Label, Cooperatives and Union-Owned Shops and Factories

President and Delegates:
Your Committee on Union Label, Cooperatives and Union-Owned Shops and Factories has held several sessions at which it discussed the various problems submitted to it for consideration and has adopted a number of recommendations which it wishes to lay before the Convention for approval. You will readily understand that our subject is naturally divided into three sections: the question of the union label, the problem of cooperative undertakings, and the plan for union-owned shops and factories.

The union label problem is not a new one in our International. Many years ago our International adopted a union label, and began distributing them to garment-making firms. The progress of the union label in our industry, however, was quite insignificant. It was not pushed sufficiently strongly and it soon practically became a dead letter. Attempts have been made to revive it, one in the form of a special convention held in the year of 1915 at Yonkers, N. Y. and later
in the form of a discussion with the organized employers' associations in New York City when a plan was under way to put into the market a so-called white sanitary label, through the co-operation of both the employers and the union. This scheme, however, failed to materialize.

We have been discussing in a formal way the question of a union label practically at every one of our conventions. It has become a so-called steady feature, even though the majority of our delegates have either little faith or hope of realizing this idea of a union label in the ladies' garment industry. It cannot be said that there does not exist any demand at all for union label garments in this country. There is not a town in the Middle West and in the West where Label Leagues do not exist and from these Leagues the General Office has received and is receiving, numerous inquiries concerning union label women's wear. To such inquiries we usually give the answer that while the great majority of our industry is organized we have not found it necessary in the past to control the union standards in the shops through a union label and there the matter rests.

In the last few years, however, a serious situation has arisen in some parts of our industry which makes the question of a union label a good deal more important and urges more serious consideration of this subject. Your Committee has in mind the large number of waist, skirt and white goods shops which have been established by firms that want to dodge union control and union standards in the so-called out-of-town sections and territories. It is not necessary for us to dwell upon the gravity of this out-of-town problem. You have also learned from the report of the General Executive Board of the tremendous difficulties connected with the efforts to organize the thousands, or better, the tens of thousands of workers in these small shops. You also know what a great menace these shops constitute to the union standards in the organized centers of our industry.

It is in connection with this problem that the union label plan comes to the front and suggests itself as a possible remedy. It certainly deserves study and thorough analysis of the situation and the adoption of whatever practical methods it may deem fit for the application of the union label proposition in connection with the out-of-town shops.

Upon motion, this part of the report was unanimously adopted.

And while speaking of the union label, we recommend to the Convention that it go on record calling upon our big membership in every city of the country to patronize all articles and commodities of use bearing the union label. Whether the union label was or can be of any value in our industry, it is doubtful that it had done great service in preserving union standards and a decent level of living for great masses of organized workers in other industries. It is therefore the duty of our men and women to co-operate fully and to lend their support and aid towards their fellow workers in the labor movement by insisting strictly upon the use of union labor products only.

Upon motion the recommendation was unanimously adopted.

In coming to the question of co-operatives your Committee recommends that this Convention urge upon our membership, as individuals, and also upon our locals, to take part in every form of co-operative undertaking. Your Committee has great faith in the co-operative movement, both the consuming and the productive co-operative plans. It believes that co-operation is one of the great highways upon which the working class of this country is marching toward its emancipation from economic bondage. The tendency of mutual and harmonious work between the labor union and the co-operative organizations all over the country deserves your full approval and encouragement.

Resolution No. 79

Introduced by delegation of Local No. 89.

WHEREAS, millions of dollars are deposited by the American working class in banking institutions where it earns enormous profits for the banking interests, and

WHEREAS, these funds are invested in industries operated on a non-union basis and are used to finance reactionary organizations opposed to labor and its struggles, and

WHEREAS, only intelligent, organized, co-operative effort on the part of the workers can end such a situation, be it therefore

RESOLVED, that this convention goes on record for establishing a labor bank where the money of every local of our International should be deposited and that we encourage our membership to deposit their savings in said bank, all funds to be used in legitimate enterprises not dangerous to the working class.
As you see, this resolution deals with a novel idea, the plan of a labor cooperative bank which is just beginning to find a following in the labor movement of this country. We have discussed this proposition from all angles and we recommend that because this idea is so big and so new that our International should content itself, for the time being, with watching its development and that the incoming General Executive Board be instructed to study the labor bank idea and to become fully cognizant with its features, so that we may be better prepared to discuss it in the future.

Upon motion, the recommendation was unanimously carried.

Your Committee has carefully discussed the problem of union-owned factories and stores and the chapter in the report of the General Executive Board devoted to it. We find that under the circumstances the General Executive Board could not have done better. It was not the time to start new business of such a nature as it involved too great a risk and the possibility of failure. We quote from that report:

"We have not changed our opinion about the advisability and practicability of such an undertaking in the future. We are deeply convinced that our International has the ability, the men with practical experience and energy to establish such factories and stores and to make a success of it. It must, however, be undertaken at a time when the chances for success are good, and the members of the General Executive Board should be the best persons to judge when that appropriate time has arrived. Just at present the chances are still slim as everything in the industrial world is still indefinite and unsettled. Let us hope that before the next Convention of our International the industrial skies will be cleared up, and we shall have again the opportunity of thinking not only of how to retain the conditions and advantages that we have gained in the past but of new achievements and gains. When that time comes, the plan for union-owned factories should be among the first ones on our program."

We are fully in accord with the sentiments and recommendations of the General Executive Board with regard to this plan. It is a highly important proposal, with great possibilities in which there may be bound up the fate and welfare of a large number of our workers and it may have a powerful influence upon our industry in general. We must not, therefore, plunge headlong into it. It must be carried out with deliberation and at a time best fitted and opportune for it.

This completes the report of your Committee.

Fraternally submitted.
Jacob Halperin, Chairman,
Joint Board Waist and Dress makers' Union, N. Y.
Max Zucker, Secy., No. 6.
Eva Pasha, No. 9.
Philip Ancel, No. 10.
S. Winick, No. 15.
I. Golub, No. 17.
A. Rudin, No. 18.
A. Kaplan, No. 21.
S. Noar, No. 26.
M. Feinberg, No. 54.
J. Schneider, No. 56.
A. Shor, No. 59.
Bella Winick, No. 66.
R. Kurland, No. 73.
L. Rosenblatt, No. 82.

Upon motion, the report of the Committee as a whole was unanimously carried amid applause and the Committee discharged with thanks.

President Schlesinger next called upon Delegate Sol Seidman to give the report of the Committee on Adjustment.

Report of the Committee on Adjustment.
To the Sixteenth Biennial Convention of the I. L. G. W. U.
Greetings:
Your Committee has received a number of resolutions and appeals submitted to the Committee by the Convention. We wish to state that we have gone through every resolution and appeal referred to us very carefully in order to bring out the proper judgment and recommendation.

Resolution No. 1

Introduced by delegations of the Boston Locals.

WHEREAS, there are a great number of finishers in the City of Boston that have until now been members of Locals 24 and 56, and
WHEREAS, there exists a great desire on the part of these finishers to have full local autonomy, feeling that they would as a local of finishers be able to carry on their work more effectively, be it therefore
RESOLVED, that the incoming General Executive Board grant a charter to the Cloak, Belt and Skirt Finishers in the City of Boston, making it a bona fide local of the I. L. G. W. U.
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Your Committee is of the opinion on Resolution No. 1, that a charter shall be granted to the finishers of Boston, and since some arguments were presented by some of the Boston delegations that now would not be the opportune time to grant the charter for the reasons that there is no work in the industry, we therefore refer the time of granting the charter to the incoming General Executive Board.

Upon motion the recommendation was unanimously adopted.

Resolution No. 4

Introduced by delegation of Locals 73 and 12.

WHEREAS, Local No. 56 of Boston, which is affiliated with the Boston Joint Board, has been granted by the General Executive Board the privilege of being represented by ten delegates, and

WHEREAS, our constitution provides that only five delegates shall represent each local, be it therefore

RESOLVED, that this Convention instruct the incoming General Executive Board to withdraw the said five delegates from the Boston Joint Board.

Your Committee recommends that until a charter for the finishers of Boston is granted that the five delegates now representing the finishers in the Boston Joint Board, shall remain in it, in accordance with the previous decision of the General Executive Board.

Upon motion the recommendation was unanimously carried.

Resolution No. 10

Introduced by delegation of Local No. 59.

WHEREAS, the constitution of our International, namely Article 6, Section 2, provides that no two locals of the same craft shall be permitted in the same town, and

WHEREAS, the charter of Local No. 59, is dated on December 15, 1923, specifically includes within its membership, Clakh, Skirt and Dress Makers, and

WHEREAS, a number of dress finishers still belong to Local No. 100 and this local still continues to be a member in the Interim National, having at present to their local to Local No. 59.

Both delegations of Local No. 100 and 59 have appeared before our Committee. The delegation of Local No. 100 did not object to the transfer of the finishers to Local No. 59. They did, however, present sound arguments that while they agree in principle that the finishers shall be transferred to Local 59 they do claim that the charter at present would harm Local No. 100 a great deal.

The Committee is therefore of the opinion that since Local No. 100 is a part of the Chicago Joint Board, that all finishers be transferred to Local No. 59 and the time of the transfer should be left in the hands of the Incoming General Executive Board.

Upon motion the recommendation was unanimously carried.

Resolution No. 21

Introduced by Local No. 134.

WHEREAS, the International, through its out-of-town organization department has organized in the city of Hackensack, N. J., a local known as the Hackensack, Cloak, Skirt, and Dress Makers' Union, Local No. 134, I. L. G. W. U., and

WHEREAS, the shops over which this local has jurisdiction are all contracting shops working with one single exception for jobbers or manufacturers with whom the Joint Board of the Cloak, Skirt and Reefer Makers' Union of New York has agreements, and

WHEREAS, it would be to the best interest of the workers of Hackensack, as well as the New York workers, that the Joint Board of New York should have direct control over shops which are working for New York manufacturers or Jobbers, and

WHEREAS, the Hackensack local is now firmly established, having a membership of three hundred and its members have expressed their willingness and desire to be taken into that great family of the New York Joint Board of the Cloak, Skirt and Reefer Makers' Union, be it therefore

RESOLVED, that the Sixteenth Biennial Convention of the I. L. G. W. U. recommend that the Joint Board of the Cloak, Skirt and Reefer Makers' Union take the Hackensack Local No. 134 into its fold in the very near future.

Your committee is of the opinion that Local No. 134 shall first communicate officially with the New York Joint Board of the Cloak, Skirt, and Reefer Makers' Union, and ask the Joint Board for its affiliation with the Joint Board. And in case they fail to come to such an understanding, the incoming General Executive Board shall use its influence that this local shall become a part of the Joint Board in accordance with the request of Local No. 134.

Upon motion the recommendation was unanimously carried.

Resolution No. 36

Introduced by Mike Maricondi, Local No. 113.

WHEREAS, the Mount Vernon Ladies' Garment Workers' Union has for a long time made urgent requests of the Joint Board of Atom and
WHEREAS, our numerous applications for affiliation with the Joint Board of Dress and Waistmakers' Union of New York have been constantly refused and rejected, and
WHEREAS, we are aware that the suburban districts are equally as important as the New York center, owing to the fact that much of the sweat work during strikes is carried to these districts, and also that most of the big jobbers of New York conduct shops in these outlying sections, which shops compete and cut the throats of the New York workers, and
WHEREAS, we sincerely believe it to be for the benefit of the workers of New York, affiliated with the Joint Board, to make endeavors to organize these outlying shops, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union, in convention assembled, instruct the Joint Board of Dress and Waistmakers' Union, to take into its membership, the Mount Vernon Ladies' Garment Workers' Union, Local 113.

Your committee recommends to refer this matter to the incoming General Executive Board for action.

Upon motion recommendation was unanimously carried.

Resolution No. 82

Introduced by delegation of Local No. 48.

WHEREAS, in the city of Philadelphia there are a great number of unorganized Italian cloakmakers and ladies tailors,

WHEREAS, the Joint Board of-that city has started an organizing campaign without arriving at their desired aim, and

WHEREAS, past experiences have proven that the best way to interest the Italians to organize in labor unions is by granting them a separate local, therefore be it

RESOLVED, that the 16th Biennial Convention of the International Ladies' Garment Workers' Union goes on record by instructing the incoming General Executive Board to investigate this matter and if found necessary to grant to the Italian workers in that city an Italian local.

Your committee recommends that this matter be referred to the incoming General Executive Board for action.

Upon motion, recommendation was unanimously carried.

Resolution No. 82

Introduced by I. L. Davidson, delegate Local No. 104, and the delegation of Local No. 3.

WHEREAS, the Ladies' Tailors' Union, Local No. 104, has, due to the bad conditions in our industry, suffered a decrease in membership and the maintenance of our union rests upon a small group of members who have constantly been heavily assailed, and

WHEREAS, the Joint Board of Chicago, constitutes all locals of the I. L. G. W. of this town except Local No. 104, which has about a year ago, at the recommendation of President Schlesinger, applied for affiliation with said Joint Board, and has as yet not received a favorable answer, and

WHEREAS, in order to maintain our organization for the benefit of our members, we must have the affiliation of that central body which would without any additional expense be able to take care of our industry, and

WHEREAS, the Ladies' Tailors of the City of New York and other cities are part of the various Joint Boards, therefore be it

RESOLVED, that the 16th Biennial Convention of the I. L. G. W. U. held in May, 1922, in Cleveland, Ohio, instruct the incoming General Executive Board to see to it that Local No. 104 is admitted to the Chicago Joint Board and thereby constitute a Joint Board of all the Ladies' Garment Workers of the City of Chicago.

Your committee recommends that action upon this resolution be referred to the incoming G. E. B. and, if possible, that Local No. 104 should affiliate with and become a part of the Chicago Joint Board.

Upon motion recommendation was unanimously carried.

Resolution No. 205

Introduced by delegates Sonia Farber, Simon Farber, Clara Goldberg, J. Farbiach, S. Lupin, J. Schwartz (Local No. 22) and Lena Goodman, Miriam Levine and Rose Pассетта (Local No. 26).

WHEREAS, during an election for an Executive Board of Local 22 in June, 1921, a certain leaflet was given out by a group of members of Local 22, which leaflet, in criticizing the supervision of the General Executive Board committee over this election, used slanderous words, and
WHEREAS, this leaflet endorsed twenty-one members, among whom was Rose Wolkowitz, and

WHEREAS, when these twenty-one were called to the General Office and asked to sign a statement declaring this leaflet to question to be a scab leaflet given out by irresponsible people, those twenty-one refused to sign, but declared that they disapproved of the use of slanderous words, and

WHEREAS, because they refused to sign this statement they were taken off the ballot, and

WHEREAS, Rose Wolkowitz was not seated as a delegate to this 16th Biennial Convention on the same charge, and

WHEREAS, Rose Wolkowitz and the others had proven by their union activities to be intelligent, constructive and desirable members, fit to hold union offices, be it therefore

RESOLVED, that Rose Wolkowitz and the others now be cleared of this charge by this 16th Biennial Convention held in Cleveland, O.

The delegates, Miriam Levine, delegate of Local No. 25, and Simon Farber, delegate of Local No. 22, have appeared in behalf of this resolution asking that the Appeal Committee of the convention shall decide that Rose Wolkowitz who was rejected as a delegate to this Convention and all the others, which means the twenty-one (21) members of Local No. 22 who were taken off the ballot on charges of refusal to sign a statement while they were running as Executive Board members of Local No. 22, that they be cleared of the charges by this Convention. Your committee is of the opinion that if appeals are to be entertained by the Appeal Committee, each member of the International Ladies' Garment Workers' Union must send in its appeals individually in writing, according to our Constitution, and that we cannot take up any wholesale appeals. The same delegates have also asked the Appeal Committee that if the charges against these twenty-one members cannot be cleared, that this committee should decide definitely for how long a time these members cannot be eligible to hold any office in the I. L. G. W. U. or local union. The committee is therefore of the opinion that the incoming Appeal Committee of the General Executive Board shall determine the time for these twenty-one members as to their rights of holding office in the I. L. G. W. U. or local union after such request will be made by each of these twenty-one members of Locals No. 22 and No. 25.

Upon motion, the recommendation was unanimously carried.

President Schlesinger: We decided this morning to hold the election of officers at 11 a.m. It is 11 a.m. now. I shall request First Vice-President Sigman to take the chair.

First Vice-President Sigman then took the chair.

Vice President Sigman: It gives me great pleasure, to be honored with the duty of calling for nominations of officers of the International. This is the first time that I have had that privilege. I will now call for nominations of President.

Delegate Feinberg: It is a pleasure and an honor for me to nominate a man who has proved his ability as a leader of the great working masses of our industry. In 1914 the International was in a very grave situation and it was our good fortune, at that time, to get the man whom I am about to name, as the chief executive of our organization. From the Atlantic Coast to the Pacific he is loved and respected. It is true that he has been attacked, but it was for the reason that he did not permit himself to be guided by certain individuals outside of our union who wanted to be the leaders of the International. I know that so far as performing the duties of his office, everyone will agree that he has done everything in his power to place the International in the laudable position it maintains today. I am only sorry that not everyone of our members has had the pleasure of sitting with him in conferences with our employers, to see how he fights for the rights of the workers. I take this opportunity to nominate our leader, Brother and Comrade, Benjamin Schlesinger, as President of our International.

(Deafening and prolonged applause, ending in a demonstration).

Delegate Schaeffer: It is an honor for me to second the nomination.

The Chairman: Are there any further nominations?

There were none.

Vice-President Nino: Doing that there are no further nominations, I move that the Secretary be instructed to cast one ballot as the unanimous vote of this convention for Benjamin Schlesinger as President. (Great applause).

The Chairman: We must first ask him whether he accepts.

President Schlesinger: Those of you who know me, know that I am not easily moved. I have gone through certain things in my life which have, in a way, hardened me. But the way you acted towards me a few minutes ago has ac-
been thinking over since yesterday.

I want to say first, that I never imposed myself upon the International. There is not a man or woman, whether I agreed with them or not, who can say that I, at any time, have tried to impose myself upon anybody. I remember in 1903, in Cleveland. I was elected President because the whole delegation practically insisted upon it. I have never used politics.

The same thing occurred in 1914, again in the City of Cleveland, and I can say with a great deal of pride that delegations from Locals No. 1 and 9 actually insisted that I go as delegate to that convention. I was at that time manager of the Forward, and day after day committees urged upon me and insisted that I go as delegate to that convention. I felt honored because although there was friction in the movement in those days—it was immediately after the Hourwich affair—both sides insisted upon my being a delegate, with the idea. I presume, that when I came to the convention, they would elect me as President. The very same thing was true six years ago in Philadelphia, and four years ago and two years ago. And the reason you had to ask me to accept this office was not because I wanted you to coax me, but for only one reason: You know that I am not a very strong person, I work very hard, and when a term is about to expire I feel that I ought to do less strenuous work. But this time it was not only because of my health, but for a much deeper reason. I like the work. I consider it my life's work. But when it comes to fighting around with our own people it wears me out and I find it hard to stand. Everyone is entitled to his opinion but when that involves wrangling, I cannot do it.

I had already made arrangements, immediately after this convention, to work on the New York Call as manager. I did not intend to go out selling cotton or to do anything else that would make my livelihood dependent upon the employers. The office of president carries dignity with it and I felt that even as ex-president, I should not do anything to hurt the dignity of the office. (Applause).

The Board of Directors of the Call came to me a few days before the Convention and asked me to accept the position of manager, and my intention was, after a little rest, to accept that offer, and to continue working in that branch of the labor movement. During the Convention various persons have spoken to me asking me to remain with the organization. I want to assure you that I did not in any way ask or intimate to any of the persons that addressed this Convention that I wanted them to speak about me. I say that only because a certain newspaper has come out with a story that President Gompers had been purposely brought to this convention in order to make an appeal for me. If the Ladies' Garment Workers were to elect me as President, only because Samuel Gompers made an appeal for me, it would only show how little you understand the importance of the office of president. I had absolutely nothing to do with it. Of course. I was honored when the President of the A. F. of L. came down personally, and spoke the words he did; but I assure you that I never solicited it. The same thing is true of the addresses delivered by Hillquit and Cahan. I assure you that it was not solicited.

The reason that I have decided to accept the office for another term is, first, because of the conditions in our industry. The agreements with our employers expire in a couple of weeks and I feel that for a new man to undertake negotiations with the employers at this time would be detrimental to the organization. (Applause). My second reason is the following: Some people have been trying to create the impression that I am being ousted as president by the so-called "communists" who, in my opinion, play no part in our organization. And it is because I don't want to give anybody the opportunity to say that they had driven me out of the International, that I have decided to accept the nomination. (Great applause).

It is very seldom that I have an opportunity to speak to you intimately and so I will take this opportunity now. I came to this country when a boy of twelve or thirteen and was immediately thrown into the sweatshop. I never had the opportunity to go to school, except for about a year or a year and a half. I came here in 1889, worked in a sweatshop during the day, and whatever knowledge I have was not obtained in public schools, or high schools or colleges or universities. I got it in the shop, and what I was able to pick up outside of the shop. I joined the Socialist Labor Party in 1884, and I remained a member of it until 1889 when the party split
In the opinion of some of the brothers, I am not radical enough. I believe in free criticism and I presume that I deserve to be criticized. Nobody is infallible. But I never expected the slanderous attacks that were made upon me during the last nine or ten months. You know that I was in Russia. When I returned I wrote a series of articles which were as friendly to Russia as any articles that have ever been written on Russia. They were written not in a Communist way, because if a Communist were to write his impressions, everyone would expect him to write a favorable article. My articles were printed in several influential English papers. Four or five months after I returned from Russia, a certain young man connected with the Tailors' Union in Russia came here. Brother Baroff and I received him as though he were our own brother. At about that time we had a meeting of our General Executive Board and I suggested the proposition of sewing machines for Russia. At that time we were out on strike and we could not undertake to make a collection of a half day's or a day's pay as we had discussed. After a few weeks, this man came to our office and he said to me that he was fully familiar with the conditions in America and that he wanted our International to join the Red Internationale. I told him that even if our membership were ready to join it, I did not think that it was advisable or possible. Finally he said, "if you will not do it, we will organize a new International of ladies' garment workers in America." Of course I told him to leave the office at once.

A few days afterwards the attacks upon me began. I do not mind criticism. I am ready to learn from other people and there never was an occasion when a committee or individuals of organizations consulted with me that I did not talk things over with them in a friendly manner.

As I stated before my first reason for deciding to remain in the International is because of the conditions of the industry. The employers are preparing to come to you with the same demands that they had made several months ago, and if I should not take part in the negotiations, they would interpret it in all kinds of ways.

But it must be understood that I expect from you your co-operation. You have a perfect right to criticize. You may be anarchists or communists, or members of the Socialist party, or Republicans or Democrats, and I do not want to have anything to do with your political beliefs. But as far as our organization is concerned, we must confine ourselves to progressive trade unionism, and to organizing our workers into one solid union. (Great applause). And this will require your whole-hearted support.

I assure you that I will have no hard feelings towards anybody who votes against me. That is your privilege. But if I am elected, I want you for the benefit of the hundreds and thousands of workers that you represent, to work together with those that you elect. You must co-operate with me in order to maintain the standards that we have secured and to make the organization stronger and stronger. If you are ready to do this, I shall be glad to remain as your president. (Prolonged applause).

The chairman: A motion has been made that one ballot be cast for the election for President Schlesinger. All in favor of this motion will say aye. The vote was 198 for, 14 against. President Schlesinger was given an ovation.

First Vice-President Sigman: I want to take advantage of this opportunity to say a few words. I am more than overjoyed at the fact that Benjamin Schlesinger was re-elected. He and I may have had differences of opinion, but we never went to the extent of personal attacks. There were other people who have helped build up this organization, but I must admit that never in our experience, did we have such an able, such a devoted president as Schlesinger. He would never take a vacation. He has put his heart and soul in his work, and I say that the members of the next G. E. B. should try to induce him to take a rest once in a while.

If there is anything that I have done to induce Schlesinger to accept the office I am proud of it. I know that no far as our large membership is concerned I don't think there is another International in this country whose members love their president and have as much confidence in him as the masses of our workers have for our president. (Great applause). And I dare say that
a good many of those who differ with us and who do not represent the sentiments of our large membership, all agree when it comes to Schlesinger, that he is the fit and desired person to be their chief leader. (Applause).

With these closing remarks I have great honor and joy to call upon President Schlesinger to take the chair.

President Schlesinger thereupon took the chair amidst deafening applause.

President Schlesinger: We will now have nominations for general secretary-treasurer.

Delegate Langer: It is my great honor to nominate Brother Baroff for Secretary-Treasurer.

Delegate Langer regretted the fact that Brother Baroff had not been elected as a delegate to the convention and maintained that it was because of the fact that certain members could not tolerate Brother Baroff's having different opinions from their own.

Delegate Antonini: I rise to second the nomination. I maintain that the membership at large of the dress and waist makers' industry did not reject Brother Baroff and that the thousands and thousands of our members still love him. (Great applause).

There were no further nominations.

Delegate Heller: I move that the President be instructed to cast one ballot for the election of Brother Baroff as Secretary-Treasurer. (Great applause).

Upon being put to a vote the motion was carried overwhelmingly, only three delegates being opposed.

Secretary Baroff arose to address the convention and was greeted with deafening applause.

Secretary Baroff: My heart thrills with joy and happiness because the election means that you have confidence in me. Recently I lived through a very painful experience. I was defeated by my local union, and I feel that I have been treated unfairly and unjustly, as I was instrumental in 1909 in organizing that local. I considered that local as a part of my soul and I felt very bad about it. On the other hand, I have thought the matter over and I decided that I should wait to hear what the convention has to say, because after all this convention represents more than 300 votes of the local union. This convention represents the 130,000 members of the International (applause), and I am sure by electing me they have shown the will and desire of the membership. I assure you that I will serve you loyally, honestly and devotedly. (Prolonged applause).

President Schlesinger: Nominations for First Vice-President are in order.

Delegate Lefkovits: I nominate Brother Salvatore Ninfo.

Brother Nagler: I second the nomination.

There were no other nominations.

Delegate Gorenstein: I move that the nominations be closed and that the Secretary be instructed to cast one ballot for Salvatore Ninfo as First Vice-President.

The motion was seconded and carried amidst great applause.

President Schlesinger: Nominations for members of the General Executive Board are in order.

Vice-President Sigman nominated Jacob Heller. This was seconded.

Delegate Magnavito nominated Samuel Lefkovits. This was seconded.

Delegate Perlmutter nominated David Dubinsky. This was seconded.

Delegate Reisel nominated Joseph Breslaw. This was seconded.

Delegate Levy nominated Delegate Bernard Shane.

Delegate Gorenstein nominated Delegate Harry Wander.

Delegate Ninfo nominated Delegate Joseph Breslaw.

Delegate Heller nominated Delegate Israel Felsberg.

Delegate Fish nominated Delegate Harry Berlin.

Delegate Freedman nominated Delegate Samuel Wexler.

Delegate Kreindler nominated Delegate Meyer Perlstein.
Delegate Schaeffer nominated Delegate Hyman Schoolman.
Delegate Tuchman nominated Delegate Fred Monosson.
Delegate Golofsky nominated Delegate Fannia M. Cohn.
Delegate Amdur nominated Delegate Elias Reisberg.
Delegate Dubinsky nominated Delegate Max Gorenstein.
Delegate Samuels nominated Delegate Kruger.
Delegate Greenberg nominated Delegate Seidman.

There being no more nominations for out-of-town Vice-Presidents, President Schlesinger called for nominations of delegates to the A. F. of L. Convention.

Delegate Heller nominated Delegate Langer.
Delegate Schane nominated Delegate Samuel9.
Delegate Shub nominated Delegate Pinkofsky.
Delegate Perlstein nominated Delegate Amdur.
Delegate Farber nominated Delegate Hochman.
Delegate Golofsky nominated Delegate Greenberg.
Delegate Perlmutter nominated Delegate Sol. Metz.
Delegate Metz declined the nomination saying that he would not have his personality made a point of contention and eliminate all friction in the future. (Applause).
Delegate Riesel nominated Delegate Bella Winick.

Upon motion the session adjourned at 1:30 p. m. to reconvene at 2:30 the same day.

Twelfth Day—Saturday Afternoon
Session—May 18, 1922, 2:30 P. M.

President Schlesinger opened the twenty-first and last session at 2:30 p. m.

Delegate Hyman: A resolution was passed calling that the President and another delegate be sent to represent the International at the next convention of the International Clothing Workers Federation to be held in Genoa.

Delegate Wexler: I move that the matter of the delegate to accompany the President be referred to the incoming General Executive Board.

This motion was seconded and carried, 97 voting for, 81 against.

President Schlesinger announced that the ballots would be ready in half an hour and stated that the Committee on Law would continue with its report in the meantime.

Report of the Committee on Law continued by Vice-President Ninfo.

Report of Committee on Law.
Resolution No. 119
Introduced by delegations of Locals No. 1, No. 9, No. 22 and No. 25.

Section 7, Article 6, shall read:
No member of the I. L. G. W. U. who has been a manufacturer or contractor and also a person who has a right to hire and discharge shall be eligible to hold a paid or unpaid office in any office of local unions or of a joint board of or of a district council or general office for at least five years after they had given up their business and become members of our union.

Resolution No. 171
Introduced by Louis Langer and Joseph Breslaw.

Article VI, Section 7, amend to read:
Any member of the I. L. G. W. U. who quits work at the trade and engages in business on his own account or becomes a member or partner in a co-operative shop, or who accepts a position which involves the right to hire and discharge workers, or engages in an occupation which involves business dealings with a manufacturer in the women's wear industry, such as salesman, shall thereby be deemed to have withdrawn from membership of the I. L. G. W. U. and all his rights and privileges in the organization shall automatically cease. If such member shall hereafter give up business and rejoin the I. L. G. W. U., he shall be ineligible for any office within the I. L. G. W. U. for a period of 5 years. Such a member upon rejoining the I. L. G. W. U. shall be considered and treated as a new member. Employment in any organization or concern connected with the labor movement shall not be considered as business within the meaning of this provision.

The Committee on Law had come to the conclusion that Resolutions No. 119 and No. 171 deal with the same subject, we therefore recommend the adoption of amendment No. 171 and submit it to the Convention for deliberation.

Upon motion, the recommendation was unanimously carried.
I want to say first, that I never imposed myself upon the International. There is not a man or woman, whether I agreed with them or not, who can say that I, at any time, have tried to impose myself upon anybody. I remember in 1903, in Cleveland. I was elected President because the whole delegation practically insisted upon it. I have never used politics.

The same thing occurred in 1914, again in the City of Cleveland, and I can say with a great deal of pride that delegations from Locals No. 1 and 9 actually insisted that I go as delegate to that convention. I was at that time manager of the Forward, and day after day committees urged upon me and insisted that I go as delegate to that convention. I felt honored because although there was friction in the movement in those days—it was immediately after the Hourwich affair—both sides insisted upon my being a delegate, with the idea, I presume, that when I came to the convention, they would elect me as President. The very same thing was true six years ago in Philadelphia, and four years ago and two years ago. And the reason you had to ask me to accept this office was not because I wanted you to coax me, but for only one reason. You know that I am not a very strong person, I work very hard, and when a term is about to expire I feel that I ought to do less strenuous work. But this time it was not only because of my health, but for a much deeper reason. I like the work. I consider it my life's work. But when it comes to fighting around with our own people it wears me out and I find it hard to stand. Everyone is entitled to his opinion but when that involves wrangling, I cannot do it.

I had already made arrangements, immediately after this convention, to work on the New York Call as manager. I did not intend to go out selling cotton or to do anything else that would make my livelihood dependent upon the employers. The office of president carries dignity with it and I felt that even as ex-president, I should not do anything to hurt the dignity of the office. (Applause).

The Board of Directors of the Call came to me a few days before the Convention and asked me to accept the position of manager, and my intention was, after a little rest, to accept that offer, and to continue working in that branch of the labor movement. During the Convention various persons have spoken to me asking me to remain with the organization. I want to assure you that I did not in any way ask or intimate to any of the persons that addressed this Convention that I wanted them to speak about me. I say that only because a certain newspaper has come out with a story that President Gompers had been purposely brought to this convention in order to make an appeal for me. If the Ladies' Garment Workers were to elect me as President, only because Samuel Gompers made an appeal for me, it would only show how little you understand the importance of the office of president. I had absolutely nothing to do with it. Of course, I was honored when the the President of the A. F. of L. came down personally, and spoke the words he did: but I assure you that I never solicited it. The same thing is true of the addresses delivered by Hillquit and Cahan. I assure you that it was not solicited.

The reason that I have decided to accept the office for another term is, first, because of the conditions in our industry. The agreements with our employers expire in a couple of weeks and I feel that for a new man to undertake negotiations with the employers at this time would be detrimental to the organization. (Applause). My second reason is the following: Some people have been trying to create the impression that I am being ousted as president by the so-called "communists" who, in my opinion, play no part in our organization. And it is because I don't want to give anybody the opportunity to say that they had driven me out of the International, that I have decided to accept the nomination. (Great applause).

It is very seldom that I have an opportunity to speak to you intimately and so I will take this opportunity now. I came to this country when a boy of twelve or thirteen and was immediately thrown into the sweatshop. I never had the opportunity to go to school, except for about a year or a year and a half. I came here in 1889, worked in a sweatshop during the day, and whatever knowledge I have was not obtained in public schools, or high schools or colleges or universities. I got it in the shop, and what I was able to pick up outside of the shop. I joined the Socialist Labor Party in 1894, and I remained a member of it until 1899 when the party split.
and the present Socialist party was organized and I have been a member of it ever since.

In the opinion of some of the brothers, I am not radical enough. I believe in free criticism and I presume that I deserve to be criticized. Nobody is infallible. But I never expected the slanderous attacks that were made upon me during the last nine or ten months. You know that I was in Russia. When I returned I wrote a series of articles which were as friendly to Russia as any articles that have ever been written on Russia. They were written not in a Communist way, because if a Communist were to write his impressions, everyone would expect him to write a favorable article. My articles were printed in several influential English papers. Four or five months after I returned from Russia, a certain young man connected with the Tailors' Union in Russia came here. Brother Baroff and I received him as though he were our own brother. At about that time we had a meeting of our General Executive Board and I suggested the proposition of sewing machines for Russia. At that time we were out on strike and we could not undertake to make a collection of a half day's or a day's pay as we had discussed. After a few weeks, this man came to our office and he said to me that he was fully familiar with the conditions in America and that he wanted our International to join the Red Internationale. I told him that even if our membership were ready to join it, I did not think that it was advisable or possible. Finally he said, "if you will not do it, we will organize a new International of ladies' garment workers in America." Of course I told him to leave the office at once.

A few days afterwards the attacks upon me began. I do not mind criticism. I am ready to learn from other people and there never was an occasion when a committee or individuals of organizations consulted with me that I did not talk things over with them in a friendly manner.

As I stated before my first reason for deciding to remain in the International, is because of the conditions of the industry. The employers are preparing to come to you with the same demands that they had made several months ago, and if I should not take part in the negotiations, they would interpret it in all kinds of ways.

But it must be understood that I expect from you your cooperation. You have a perfect right to criticize. You may be anarchists or communists, or members of the Socialist party, or Republicans or Democrats, and I do not want to have anything to do with your political beliefs. But as far as our organization is concerned, we must confine ourselves to progressive trade unionism, and to organizing our workers into one solid union. (Great applause.) And this will require your whole-hearted support.

I assure you that I will have no hard feelings towards anybody who votes against me. That is your privilege. But if I am elected, I want you for the benefit of the hundreds and thousands of workers that you represent, to work together with those that you elect. You must co-operate with me in order to maintain the standards that we have secured and to make the organization stronger and stronger. If you are ready to do this, I shall be glad to remain as your president. (Prolonged applause).

The chairman: A motion has been made that one ballot be cast for the election for President Schlesinger. All in favor of this motion will say aye. The vote was 198 for, 14 against. President Schlesinger was given an ovation.

First Vice-President Sigman: I want to take advantage of this opportunity to say a few words. I am more than overjoyed at the fact that Benjamin Schlesinger was re-elected. He and I may have had differences of opinion, but we never went to the extent of personal attacks. There were other people who have helped build up this organization, but I must admit that never in our experience, did we have such an able, such a devoted president as Schlesinger. He would never take a vacation. He has put his heart and soul in his work, and I say that the members of the next G. E. B. should try to induce him to take a rest once in a while.

If there is anything that I have done to induce Schlesinger to accept the office I am proud of it. I know that so far as our large membership is concerned I don't think there is another International in this country whose members love their president and have as much confidence in him as the masses of our workers have for our president. (Great applause.) And I dare say that...
so serious an offense, to hold an office in the I. L. G. W. U. or local union affiliated with the I. L. G. W. U. We therefore recommend the rejection of this appeal.

Upon motion the recommendation was unanimously adopted.

**Appeal No. 2**

To the Appeal Committee of the Convention I. L. G. W. U.,

Cleveland, Ohio.

I hereby appeal against a decision of the Joint Board of the Cloak, Suit and Skirt Makers Union of New York and State of New Jersey, regarding me which deprives me of rights and privileges as a member of the union for a period of four years.

The verdict has been rendered against me without giving me any of a trial or hearing whatsoever.

(Signed) Abe Goldberg.

Member Local 9.

541 E. 182nd St., Bronx, L. 506.

New York.

Your committee after discussing the appeal of Brother Abe Goldberg, member of Local No. 9 has decided to approve the action of the Appeal Committee of the G. E. B.

It was proven at the discussion on this appeal that Brother Goldberg did not stop his activities and use of slander and abuse against the officers of the I. L. G. W. U. We therefore recommend the rejection of his appeal.

Upon motion the recommendation of the committee was carried.

**Appeal No. 3**

Delegate Seldman: This appeal is a mimeographed copy, and when you hear it you will be convinced that it was written by a lawyer: May 1, 1927.

Mr. Abraham Baroff.
Gen. Secretary-Treasurer, I. L. G. W. U.,
Engineers' Auditors Room, St. Clair and Ontario Ave.,
Cleveland, Ohio.

Dear Sir and Brother:

Having been a good standing member of the Cloak Makers' Union, Local 11, I. L. G. W. U., for the past five years, I was duly elected by said Local 11 with a large majority, as a delegate to the 33th Convention of the I. L. G. W. U.

A few of my enemies, whose record in the union is far from being good, being interested in having the substitute delegate go to the convention, trumped up charges against me, and at the hearing held by the credential committee, my witnesses all being members in good standing having excellent records were not given a chance to testify, while the witnesses on the other side, mostly all with bad records, were given every opportunity to tell their false and malicious stories about me. Upon these trumped up charges, the credential committee found me guilty and rejected me as delegate to the convention.

Upon being notified by the credential committee by letter that I was rejected as delegate to the convention, a meeting of Local 11 was held with a large membership present, decided that I should have the opportunity to select any member from the I. L. G. W. U. to act as my attorney at the convention, provided the approval of the president of the I. L. G. W. U. would be obtained. For this purpose a committee of Local 11 applied to the president of the I. L. G. W. U. with the request that he permit me to have some member of the I. L. G. W. U. to appear for me at the convention to defend me, but this was refused.

Now, in view of the facts stated, considering that I had no fair trial, opportunity having been denied me to have some one defend me before the convention, I thought it would be absolutely useless for me to waste the money of Local 11 for expense to Cleveland. For this reason I did not come personally to the convention.

Cordially and Fraternally yours,

Joseph Elkin.

Member Cloak Makers' Union, Local 11.

Liberty Ave., Brooklyn, N. Y.

Your committee is of the opinion that this communication in the form of a charge against the Credential Committee is groundless. We also believe that Brother Elkin had all opportunities to prove his case before the Credential Committee. We were also informed that his statements against President Schlesinger are not correct and groundless.

Brother William Barcan, a member of Local No. 11, has informed this committee that the Executive Board of Local No. 11 was willing to pay the expense of Brother Elkin to go to Cleveland and defend his case before the Convention.

We therefore believe that Brother Elkin deserves punishment for such groundless accusations without any further consideration. The committee is therefore of the opinion to reject the appeal of Brother Elkin.

President Schlesinger: The chair desires to state that what he wanted was that any other member but a delegate take up his case, and I told him that only a delegate to the convention could take the floor and defend him.

Upon motion the recommendation was unanimously carried.

**Appeal No. 4**

We have received an appeal from Brother William Bloom, member of Local No. 1 claiming that the Credentials Committee had no right to seat an delegate to the Convention of the I. L. G. W. U. Brothers B. Kaplan, member of Local No. 1, J. Horowitz, member of Local 1,
and M. J. Ashpa, member of Local 92. Your committee has ruled this appeal out of order for the following reasons: First, that the objection by Brother William Bloom was read by the Credential Committee and the facts were brought out in the cases referred to by Brother Bloom, and after discussion the Convention has decided to seat the above mentioned delegates referred to by Brother Bloom in his communication. Second, we believe, that the Credential Committee while acting on these cases has made its decisions according to witnesses' statements that he had been the said -in the Sec- ondary Committee. We, therefore, believe that Brother Bloom is wrong in making accusations against the Credential Com- mittee. We, therefore, believe that the objection by Brother William Bloom was partly guilty of the charge and we therefore recommend to reject his appeal.

Upon motion the recommendation was unanimously carried.

Appeal No. 3

You committee has received an appeal from Brother Alexander, member of Local No. 4, Baltimore, Md., claiming that while it is true that he was found guilty for his part in a group conspiring and breaking up a union shop in the city of Baltimore, he states that he has joined this group in order to be in a position to later report to the union about the conspiracy. The committee which tried this brother brought in a decision that he must leave the shop where he was employed. He also referred to Brother Sigman, claiming that Brother Sigman knows all about this case. The committee questioned Brother Sigman, who stated that Brother Alexander did tell him about the conspiracy weeks before the trial came up and he recommends to accept the appeal of Brother Alexander. The committee is therefore of the opinion that his appeal be granted.

Upon motion the recommendation was unanimously carried.

Appeal No. 6

We have received an appeal by Brother David Shomer of Baltimore, member of Local No. 4, to the effect that he was fined $25, being accused of taking part in a conspiracy against the union during the recent strike, with the intention that the shop remain a non-union shop. The committee was informed that this member was partly guilty of the charge against him and we therefore recommend to reject his appeal.

Upon motion the recommendation was unanimously carried.

Appeal No. 7

To the delegates of the 16th Convention of the I. L. G. W. U. of A.

April 29, 1922.

Sir: Brothers and Sisters:

Greetings.

I regret that I am unable to make my appeal in person, my inability to defy the expenses of a trip to the convention makes it necessary for me to submit my case to you in writing. I wish to say that my case is not one of the innumerable petty affairs which customarily come up for consideration at our conventions, but one drastic punishment inflicted upon me by the General Executive Board in its indicative of the seriousness of my case. Vital principles are involved. The delegates to this convention will find in considering that it involves problems and issues upon whose successful solution the future of our organization depends. In submitting the facts relating to my suspension, I hope that the delegates will therefore give them the thought and attention which they unquestionably deserve.

You are well aware of the fact that the action taken against me was because of a leaflet which I distributed to members of our union. But the mere handing out of a leaflet does not constitute a crime, except before a capitalist judge. Is it not obvious that the G. E. B. expelled me because of the contents of the leaflet? The whole question revolves around this point: Why did I give out this leaflet—are the charges which it contains true? The following are the facts:

In 1920, Local 25 installed the Shop Delegates System. This form of shop representa- tion was enthusiastically received and supported by the rank and file. Never before was there such activity and life in our local. Brother Feldman, Vice-President of our union appeared at one of these meetings consisting of shop delegates with the proposition that Local 25 be divided into two locals. This scheme was re- jected by an overwhelming majority of the dele- gate. Immediately thereafter the Executive Board of Local 25 was called before the G. E. B. on charges for creating the Shop Delegates System. The G. E. B. decided to hold the Shop Delegate meetings and ordered new elections for an E. B. It also passed a decision that a Joint Board be created. The members of the E. B. at that time, who were not radical, were nevertheless enraged by this action of the G. E. B. and rejected the delegation of the Interna- tional. The G. E. B. answered by sending in Brother Feldman as receiver for the local, and the latter suspended all meetings of the union. The Executive therefore went out on strike. Here I wish to point out that it was I, the only radical in the E. B. at that time, who made a motion to consent to the demands of the G. E. B. This motion was finally accepted by the E. B. and as a result the G. E. B. recalled the re- ceiver.

Immediately thereafter a committee was elected by the E. B. to confer with the other locals for the creation of a Joint Board. Local 25 insisted on proportional representation, but it was surrendered on constitutional grounds and the Joint Board was formed. New elections for an E. B. in Local 26 resulted in a strong majority for the radicals, who after a few meet- ings became the majority on the Board. There- upon the G. E. B. again interfered, ordering the new E. B. of Local 25 to divide the Local into a Waist Local and a Dress Local. To this the E. B. of Local 25 answered that it would stand
by the instructions of the membership of the
union, who more than once had refused to permit
such a division.

The G. E. B. then acted as follows: It cre-
ated a new local—Local 22, by giving a charter to
those reactionary members who had failed in
the last elections of Local 23. It sent to a clerk
who transferred members with or without the
request to Local 22, Dresses. They also
appointed the same reactionary members as the
E. B. of Local 22. A few months, seeing that the
membership could not be recalled to the
appointment of an E. B., the G. E. B. com-
pelled to order elections for an E. B. The radi-
cal, realizing that they could not prevent the
formation of a new local at that time, prepared
to take an active part in the coming elections of
Local 22.

They gave out a leaflet explaining that there
were two groups In the field, one of a reaction-
ary character, supporting the officials, the other
of a radical character, supporting the Shop
Delegates System. On the day after the is-
Ssue appeared, the Forward came out with
a slanderous attack upon the radicals, branding
them as spies and agents provocateurs, "Justice," 
our official union organ said the same. In both
cases there was not a shred of evidence or proof
to support this shameful accusation.

A general meeting of Local 22 was called for
the purpose of selecting nominations and decid-
ing how the elections were to be conducted. An
objection committee was elected at this meet-
ing, and it was further decided that balloting
should take place at a general membership
meeting called for this purpose. The reaction-
ary members, seeing that the sentiment of the
membership was against them, appealed to the
G. E. B. for an assistant, and the latter, living up
to its established methods, put the decisions of the
membership into the waste basket, and ap-
pointed a new objection and election committee
with full power to act. The appointed E. B.
went still further. They used union stationery
and mimeographed letter from Dave Aber, an
expelled member of Local No. 22 In which
it was stated that the "Gener-
Board and not by his local. He admits
in the letter that he distributed leaflets in which it was stated that the "General
Executive Board of the International has done everything in its power, using the most crooked means to keep the
members from carrying out their wishes."

Your committee has familiarized it-
self with the facts in this case and fully
approves the decision of the trial com-
mittee of the Joint Board in having ex-
pelled the above named Aber for the
good of the organization. As regards
the technicality raised in this matter,
your committee recommends that this
be referred to the incoming General Ex-
ecutive Board with instructions to take
up the matter of the technicality with
our counsel, in view of the fact that
the letter was drafted by a lawyer,
and that he obviously intends to start a
law suit against our union.

Delegate Miss Levine spoke against
the recommendation of the committee,
maintaining that it was illegal for Aber
not to be tried by the Joint Board and not
by his local, although she admitted that
she believed him guilty of the charges.

Delegate Heller maintained that he
referred to the incoming General Ex-
ecutive Board with instructions to take
up the matter of the technicality with
our counsel, in view of the fact that
the letter was drafted by a lawyer,
and that he obviously intends to start a
law suit against our union.

Fraternally,
Dave Aber, 3880 Pittkin Ave.,
Brooklyn, N. Y.

Your committee received the above
mimographed letter from Dave Aber, an
expelled member of Local No. 22 In which
he complains that he was illegally ex-
pelled as he was tried by the Joint
Board and not by his local. He admits
in the letter that he distributed leaflets in which it was stated that the "Gener-

Al Executive Board of the International has done everything in its power, using the most crooked means to keep the
members from carrying out their wishes."

Your committee has familiarized it-
self with the facts in this case and fully
approves the decision of the trial com-
mittee of the Joint Board in having ex-
pelled the above named Aber for the

good of the organization. As regards
the technicality raised in this matter,
your committee recommends that this
be referred to the incoming General Ex-
ecutive Board with instructions to take
up the matter of the technicality with
our counsel, in view of the fact that
the letter was drafted by a lawyer,
and that he obviously intends to start a
law suit against our union.
Upon motion, the recommendation was carried.

With this we conclude our report and we appreciate the fact that this Convention has entrusted this work to our judgment. We can say that we tried to be an impartial as possible and decided every case on its merits in the best judgment and for the benefit of the parties concerned in our International Union as a whole.

Respectfully submitted,
COMMITTEE ON APPEALS.
Sol. Seidman, Chairman.
H. Bernstein, Secretary.
M. Machlin.
M. Steinberg.
Frde Monoson.
B. Adler.
W. Barcan.
K. Wagner.
J. Stankewitch.
Isadore Farbiach.
N. Margolis.
Isadore Posen.
Miriam Levine.
N. Schechter.
Rebecca Holland.

Upon motion the report of the committee as a whole was unanimously carried, the committee being discharged with thanks.

Vice-President Ninio was next presented to continue the Report of the Committee on Law.

Resolution No. 196

Introduced by delegation of Local No. 48.

Section 12, Article 8, Page 109 shall be known as Section 12, and the rest of the articles be raised by one number. The following is the article to be inserted:

"Any member to arrears for thirteen (13) weeks three (3) months shall be considered suspended from all rights and privileges of the membership. After a period of six (6) months more if the same member fails to pay his or her arrears, he or she is then cancelled by the membership automatically."

"Any member that has been cancelled can be admitted as a new member provided that he or she pays up all fines, assessments and any other charge that he or she owes at the time the member was considered cancelled."

The Committee on Law unanimously recommends the concurrence of this resolution. Upon motion the recommendation was carried.

Initiation Fees.

(Recommendation of the G. E. B. Page No. 109).

Our Constitution prescribes that all members who are nine months in arrears become automatically suspended and can be reinstated as members only after they pay up their full indebtedness or upon the payment of new initiation fees.

In the case of automatically suspended members becoming reinstated upon the payment of the dues and assessments which they owe, the International does not lose anything. But when such automatically suspended members are reinstated by the locals as new members with new initiation fees, the International loses the per capita tax and the assessments of such members for the entire period.

We recommend, therefore, that this convention adopt an amendment to the constitution allotting the International 10 per cent of the initiation fees of each new member.

The committee recommends that each local union shall pay to the I. L. G. W. U. 10 per cent of the initiation fee of each new member, as provided in Article 5, Section 1 of the constitution.

The I. L. G. W. U. shall issue a uniform initiation fee stamp of different amounts which stamps shall be delivered to the Local Unions and shall be paid for by them in advance. These stamps shall be placed in the space provided in the application cards of each applicant and shall constitute the receipt for the initiation fee paid.

Upon motion the recommendation was carried.

This completes our report.

Respectfully submitted,
Salvatore Ninio, Chairman.
S. Prisant, Secretary.
G. Rubin.
J. C. Ryan.
H. Tuckman.
I. Goldin.
J. Siegel.
Alphonse Lerio.
Carrie Gallagher.
Dennis Cronin.
M. Srota.
W. Ginsburg.
S. Grakin.
J. Tycher.
M. J. Asbifs.
Delegate Heller: I move that the Committee on Law be discharged and that the remaining resolutions be taken up at the next convention.

This was seconded and unanimously carried.

Upon motion the report of the Committee as a whole as amended was unanimously carried and the committee discharged with thanks.

Brother Solomon Polaskoff was presented to the convention amidst applause. He extended his fraternal greetings to the convention and appealed for financial assistance for the Ukrainian Federation which he represented.

Delegate Farber: I move that the International donate the cost of 20 machines to the Ukrainian Federation.

Delegate Brass: I amend it to 10 machines.

Delegate Miss Pesatta: I amend it to 15 machines.

Upon being put to a vote the amendment calling for 15 machines was unanimously carried.

While waiting for the announcement of the tellers, the delegates, led by Delegate Miss Pesatta, had an enjoyable time singing several songs with enthusiasm.

As the count was still going on and it became time to leave the auditorium, arrangements were made to move to the Moose Temple Hall where the final stages of the Convention would take place.

President Schlesinger made the announcement and all the delegates marched to Moose Hall.

The tellers arrived together with the delegates, and Bro. Manny Weiss, chairman of the tellers, began to announce the results of the balloting.

For New York members of the General Executive Board:

<table>
<thead>
<tr>
<th>Name</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacob Halperin</td>
<td>148</td>
</tr>
<tr>
<td>Jacob Heller</td>
<td>144</td>
</tr>
<tr>
<td>Israel Feinberg</td>
<td>144</td>
</tr>
<tr>
<td>Samuel Lefkovits</td>
<td>137</td>
</tr>
<tr>
<td>Joseph Breslaw</td>
<td>137</td>
</tr>
<tr>
<td>David Dubinsky</td>
<td>135</td>
</tr>
<tr>
<td>Harry Wander</td>
<td>124</td>
</tr>
<tr>
<td>Bernard Schane</td>
<td>100</td>
</tr>
<tr>
<td>Louis Wexler</td>
<td>89</td>
</tr>
<tr>
<td>Harry Berlin</td>
<td>83</td>
</tr>
</tbody>
</table>

President Schlesinger accordingly declared Jacob Halperin, Jacob Heller, Israel Feinberg, Samuel Lefkovits, Joseph Breslaw, David Dubinsky and Harry Wander as the duly elected Vice-Presidents for New York.

For the out-of-town members of the General Executive Board:

<table>
<thead>
<tr>
<th>Name</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fannia M. Cohn</td>
<td>182</td>
</tr>
<tr>
<td>Meyer Perlstein</td>
<td>177</td>
</tr>
<tr>
<td>Hyman A. Schoolman</td>
<td>163</td>
</tr>
<tr>
<td>Elias Reieberg</td>
<td>159</td>
</tr>
<tr>
<td>Sol Seidman</td>
<td>154</td>
</tr>
<tr>
<td>Max Gorenstein</td>
<td>135</td>
</tr>
<tr>
<td>Fred Monosson</td>
<td>121</td>
</tr>
<tr>
<td>A. Kruger</td>
<td>66</td>
</tr>
</tbody>
</table>

President Schlesinger accordingly declared Fannia M. Cohn, Meyer Perlstein, Hyman A. Schoolman, Elias Reieberg, Sol Seidman, Max Gorenstein and Fred Monosson as the duly elected Vice-Presidents for the cities outside of New York.

For delegates to the American Federation of Labor Conventions:

<table>
<thead>
<tr>
<th>Name</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Luigi Antonini</td>
<td>187</td>
</tr>
<tr>
<td>Louis Langer</td>
<td>140</td>
</tr>
<tr>
<td>Max Amdur</td>
<td>137</td>
</tr>
<tr>
<td>Louis Pinkofsky</td>
<td>131</td>
</tr>
<tr>
<td>Harry Greenberg</td>
<td>121</td>
</tr>
<tr>
<td>Julius Hochman</td>
<td>98</td>
</tr>
<tr>
<td>Arthur Samuels</td>
<td>67</td>
</tr>
</tbody>
</table>

President Schlesinger accordingly declared Luigi Antonini, Louis Langer, Max Amdur, Louis Pinkofsky and Harry Greenberg as the duly elected delegates to the American Federation of Labor conventions.

The President thereupon called upon retiring First Vice-President Sigman to install the newly elected general officers of the International which he did with a few touching remarks. He also delivered a short parting address to the delegates and exhorted them to stand firmly by the union, "the mother of us all," and pledged his assistance and cooperation in cases of necessity.

President Schlesinger then called upon Editor Yanovsky to say a few words to the convention. Brother Yanovsky in a brief talk commented upon the splendid conduct of all the delegates throughout the proceedings which he watched closely day after day, and dwelt upon the peculiarities of our great International Union, its unique features and distinction from the other, stereotyped labor bodies of the country.

Amidst acclamation President Schlesinger finally adjourned the 16th Convention of the International at 7:45 P.M. to reconvene again, subject to the call of the general officers, on the first Monday in May, 1924.
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- Mooney Billings
- Sacco, Vanzetti
- Socialist Party Convention
- United Mine Workers
- United Textile Workers of America
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RECEIPTS FROM LOCALS AND JOINT BOARDS—APRIL 1, 1920 TO MARCH 31, 1922
Dues

Constitution
Books

93,500.00 $
1— Ladies' and Misses’ Cloak Oporntors, X. Y. C .........
18,650.00
3—Cloak and Suit Pieco Tailors, N. Y. C .......................
2,250.00 .
4—Cloak makers, Baltimore, Mel.
7,200.00
0—Embroidery Workers, N. Y. C . .
1,600.00 . .
7— Raincoat Makers, Boston, Maas..
8— lA
Ladies’
Garment W
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1,700.00
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u m umuiiuik
tVorkers,
58,000.00
0—Cloak and 8uit‘ Tailors, X . Y. C ....... .......
41,000.00
10—
Amalgamated Garment Cutters, N. Y. C.
16,500.00
11— Cloakmnkers, Brooklyn, N. Y ...................
2,000.00 . .
12—
Prcaecre’ Union. Boston, Maas.
15,700.00 . .
16— Waiatmakers’ Union, Philadelphia, Pa—
300.00 .
10— Cutters’ Union. St. I/mis, Mo.
21,700.00 . .
17—Reefer Makers’ Union, N. Y. C ..................................
10,272.20
20—
Waterproof Garment Workers, N. Y. C ..............
2,600.00
21—
Cloakmakcrs, Nowark. N. J ...................................
19,100.00
22—
Dressmakers Union, X. Y. C .................................
34,000.00
23—
Skirt Makers’ Union, X. Y. C ..............................
1,550.00
24—
Skirt Makers’ Union, Boston, Maas.....................
77,050.00
26—Waistmakcre’ Union, X. Y. C . t ..................................
260.00 . .
28— Ladies’ Tailors’ Union, Seattle, Wash........................
280.00 . .
30— Cutters’ Union, Cincinnati, Ohio................................
40.(X) . .
32—
Garment Workers, Winnipeg, Canada.................
1,460.00 . .
33—
Corset Workers, Bridgeport, Conn.......................
•100.00
34—
Corset Cutters, Bridgeport, Conn........................
56,000.00
35—
Preasers’ Union, N. Y. C ........................................
"465.00 . .
36—
Indies’ Tailors and Dressmakers, Boston............
38—Ladies’ Garment Workers, Cuml>erland.....................
10.00 ..
30-40—Corset Workers, Now llavcij, Conn.....................
4,200.00
41—Kimono Workers, X . Y. C ...........................................
1,225.00 . .
45—United Designers of Ladies’ Wear, X. Y. C ..............
360.00 ..
40—Petticoat Workers' Union, N. Y. C ............................
62,000.(X) . .
48— Italian Cloakmakcrs, N. Y. C .....................................
5,853.80
40—Waiatmakers, Boston, M ass.........................................
S,300.00
60—Children’s Dressmakers, X. Y. C ................................
3,700.(XI . .
52—Ladies' Garment Workers, Los Angelos, Cftl.............
66— Cloak and Suit Foremens’ Union, Chicago................
122.50 . .
3,350.00
50—Cloakmakcrs, Boston, Mass— ..................................
440.00
58— Waist and Buttonhole Makers, X. Y. C ....................
4,000.00
60— Dress and Waist Prossers, X. Y. C .............................
10,300.00 . .
62—
White Goods Workers, N. Y. C ............................
63—
Cloakmakcrs, Cincinnati........................................
2,137.60
64—
Buttonhole Makers, X. Y. C .................................
2,250.00 . .
66— Bonnas Embroiderers, X. Y. C ......................... ..........
S, 150.00
68— Garment Workers. Hartford, Conn.............................
20.00 . .
72—
Dress and White Goods Workers, Baltimore.......
55.00 ..
73—
Amalgamated Garment Cutters, Boston..............
200.00 . .
75—Cloakmnkers, Worcester, Mass....................................
540.(XI . .
70— Indies’ Tailors’ Union, Philadelphia, Pa....................
320.00
78—
Cloak Operators, St. Louis, M o............................
1,800.00 . .
79—
Ladies’ Tailors’ Union, Port Chester, X. Y ........
80—
Alteration Special Order Tailors, X. Y. C ...........
2,450.00
82 Bushers and Begraders, X. Y. C.................................
4,500.00
86—
Ladies’ Garment Workers, St. Johns, Cannda.....
120.00 . .
87—
Raincoat Makers’ Union, Trenton, X. J ..............
160.00 ..
89—
Italian Waist and Dressmakers’ Union, X. Y. C _
35,260.00 . .
90—
Private Dressmakers, X. Y. C ...............................
2,740.00
1(X).(M) . .
94—
Sample Makers and Ladies’ Tailors, Cleveland..
95—
Corset Workers, Danbury, Conn..........................
50.00 . .
96—
Ladies’ Tailors and Alteration Workers, New Haven
40.00 . .
97—
Ladies’ Tailors, Los Angeles, Cal..........................
180.00
98—
Skirt Prossers, Cincinnati.......................................
371.65 ..
100—
Waist and Wnito Goods Workers, Chicago, 111...
3,900.00 . .
101—
Garment Workers, Baltimore, M d ........................
350.(X) .
103—
Iodies’ Waist and Dressmakers, Los Angeles, C a l...
120.00 ..
104—
Ladies’ Tailors, Chicago, 111...................................
1,S00.(X)
109—
Garment Workers, Garfield, X. J ..........................
110—
Cutters’ Union, Baltimore, M d .............................
85.00 .
113—
Ladies’ Waist and Dressmakers Union, Mt. Vernon,
N; Y ........................................................................... ..
1,251.SO
114—
Raincoat Makers, Racine, Wis..............................
740.00 . .
115—
Waist and Dressmakers, Now Havon, Conn.......
•100.(X)
118—
Ladies’ Garment Workers, Clinton, Iowa............
230.(X) . .
119—
Waist Makers, Troy, X . Y .....................................
lO.(X) . .
120—
Custom Ladies’ Tailors, Rochester, X. Y ............
90.00 . .
121—
Waist and Dressmakers, Vineland, X. J ..............
10.ÍX) . .
123—
Ladies’ Garment Workers, Paterson, X. J ...........
260.00 .
124—
jL odics’ Garment Fitters and Alteration Workers, San
Francisco...................................................
10.00 ..
125—
Ladies’ Garment Workers, Scranton, Pa.
190.00 . .
360.00 . .
440.00
85.00
____________ ________ t, Salespeople
395.00 . .
132—
Cloak Button Workers' Union, X. Y. C ..............
133—
Waterproof Garment Workers, Philadelphia.......
134—
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•Boston, Joint Board.......................................................
850.00 . .
Cleveland, Joint Board.................................................
18,050.00 .
Chicago, Joint Board.....................................................
27,510.00
•Cincinnati, Joint Board.................................................
73.35 ..
Montreal, Joint Board...................................................
7,600.00
N. Y. Waistmakors, Joiut Board.................................
N. Y. Cloakmakcrs, Joint Board.................................
Philadelphia, Joint Board.............................................
18,950.00 ..
Toronto, Joint Board.....................................................
3,800. (X) ..
Toledo, Joint Board.......................................................
1,040.00 . .
Sundries ...................................................................
Totals.............

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Premiums Russian
Relief

750.50 .

1,200.00................

7,707.00 .

183.00 . .

Advertising

$490.25
410.25

4,365.50 .
342.00 .
500.00
$796.50 . ............
200.00 .
10,980.(X) .
3,370.80
4,350.00
$372.00
3,253.50 .
100.00 .

350.00 . .
90.(X) , .
107.00 ..

310.50
774.75
124.50

22.50
84.50
3.50
24.00 .
176.50
421.00

16.50 .
44.00 ..

9,378.00 .

24.00 . .
1S.75 ..

500.00

369.00 . .
15.00 . .

12,469.50 .

338.75

Sundry
Items

$1(X).(X) ..
$390.21
30.00 . .
54.20
15.00
$307.46 . .
15.00 .
44.35
200.(X) . .
5.00 .
2.50
121.45
304.52
110.(K)
194.65
61.99 .
80.42
5.00 .
5.00
20.(X)
40.00
1,862.66
7.21 .
90 (X)
10.00 .
279.16 .
5.00

20.00

20.00
150.00
8.50
2.00
36.00
.50
67.50

30.75
34.38
20.50
314.10
60.00
31.50
70.15
0.0(1
11.75
13.00
90.50
125.50
19.50
33.00
193.73

..
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..
..

10.(X) .

2.50
10.00
34 .(X)

359.52 .

225.33
1().(X)

17.00

218.01

649.25

26.00 .
20.50 . .

400.00

557.00 ...............

1,000.00 .
400.00 .
52.50 .
300.00

500.00

1,407.00

12.00
22.50
5.00
57.00

300.00 .

1,(XX).(X>

69.50 ..

1(0.00 ...............
50.00

18.75 .

1,(XX).(X)
807.00

1,500.00

...............

350.00 .

2.50
21.00

28.10

1.00
v'*'<

5.50

3.50 ..
5.50 ..
26.00 ..
79.50 ..
51.20
1.25
2.00 ..
213.00
59.85

100.00
32.33
200.00

3.00

22.50

801.00 .

265.00 . ,
14.00 ..

220.50 .

168.00 .
38.50
................

1.45
26.50
12.60 ..
2.00 ..
28.60 ..

20.ÍXJ

13.50

25.00 ..
100.00

333.00 .

152.84

378.00 .

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.

22.50

37.50 .

51.69
9.84
400.00
1,000.00

10.(X)

2,187.02

lOO.(X) .
.V . .
88.53
25.45
3.13

25.00

500.00

2.50

56.25
9.75 .
13.05
1.61 . .

3.00 ..

10().(X)

1.10 ..

...............

10.00

325.00

2.00 . .
.50 ..
5.00 ..

1.30
2.50

1.00
4.50 ..
19.43 ..
20.00
45.10

IX).(X)

05.00 .

20.00
1.50 ..

...............

69.00

...............

15.00

10.00

35.00

5.00

15.00

2.50

10.00

2.50

19.75

78.00 .

................

5.00

19.00
« •••

2.50
100.00
2.00
2.50

23.00
75.50
1S4.00
63.12 ..
22.50 ..
162.00 ..
789.00 ..
15.00
69.75
37.03 ..
5-1.65 ..

7.85 .
54.00 .
-io.(X) .

500.00
l.ooo.oo

50.00 .
24.00
2,000.00
10.00

18,000.00
16,000.00

100.00
1,000.00
.
55,000.(X)
LOOO.OO

15.00

63.00 .
25.00 .

1.00 .
1.25 ..

207.50
19.67

15.50
42.00
250.00 ................

.50 ..
10.00

166.16
13.12

2.50

KK1.00
21.70

313.72
7.50
11.50
1().(X)

•10.75 .
2.50 .
2.50 .

111.00 .
75.00 .
200.00 .

35.00 . .

10.00
7.50
5.00
150.00
10.00
30.00
10.00

1().(X) .

.50 ..
5.00

118.76
69.96
23.08
196.74
5.00
656.91

2.00 . .

$737,892.90 $1,329.35 $6,044.S8 $2,520.45

•Local number not given, therefore credited to Joint Board,
tIncluded In this amount are receipts before local 22 was created.

War
SuffererB
Relief

147.00 ,
7(X).(X) .
2,000.00 .
063.00
1,377.00

................
................

1,200.00
3,578.92

................

689.00

................

127.75

2,000.00
231.00

$3,231.01 $35,700.00 $59,285.04 $85,722.45

25.00
123.50
489.75
107.75

$8,396.50 $11,818.00 $15,644.07 $4,280.25

5.00
5.00
:u).oo
20.00
10.00
105.00
9S.08
15.00

4,739.84
»X).0()
7,204.20
18,000.00
"321.09
349.95

15.00
15.00
10.00
15.00
42.00
7.50

27.50

$2,002.36 $37,277.22 $3,513.74

$110,493.96
23 849 07
4,915.98
9,687.55
1,922.50
2^231.70
70,365.23
55,362.85
20,221.81
2,113.00
15,912.50
300.00
24,847.01
13,466.92
3,286.19
20,362.75
44,918.74
1,582.25
so; 149.07
398.25
369.00
07.00
1,534.00
"492.00
60,691.60
"465.00
12.00
10.00
5,354.44
1,307.97
387.50
75.6-10.32
8,341.30
10,580.00
5,064.41
191.00
3,980.25
•155.00
4,177.25
14,821.68
2,5-16.60
2,040.12
11,350.98
20.00
58.00
20*2.50
854.56
440.83
2,226.00
2.50
3,101.03
5,497.15
124.38
199.50
30,055.50
3,603.82
100.00
50.00
41.45
220.35
427.15
4,201.50
362.60
122.00
2.602.10
15.00
85.50
1,886.80
939.75
495.05
300.61
10.00
104.50
10.50
348.00
59.75
217.50
364.50
597.73
108.50
456.35
15.00
10.00
680.35
0.9-19.34
20,504.00
34,437.54
866.35
0,830.00
25,798.95
S9",997.33
22,363.59
6,2-13.70
1,450.78
04.65
$1,014,724.82

