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Comments
*Justice* was the official publication of the International Ladies’ Garment Workers’ Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.
Editorial Notes

THE NEW COLLECTIVE AGREEMENTS in the New York cloak industry will become operative within a few days.

The eleventh hour flurry caused by the jobbers' association in delaying the signing of the agreement after they had publicly accepted its terms, has passed, and they have finally assumed full obligation for the conditions of their contract with the Union.

The shop chairmen and later, the members of all the cloak locals, have ratified these agreements by nearly an unanimous vote. Practically as many cloakmakers voted for the acceptance of the terms of the contract on July 26-092 to 480—as had voted on July 13 to empower the leadership of the Union to call a strike if peaceful efforts failed—11,201 to 425. Both referendum have shown that the cloakmakers fully understood the entire situation facing them and acted soberly and intelligently about it.

The cloakmakers accepted the new agreement with such an unanimity because their practical sense had dictated to them that under present industrial conditions they could not have won a better contract even after a long strike with all the suffering it would entail.

Elsewhere, in this issue, the new or modified sections of these agreements are printed. We advise our readers to study them as they merit, in our judgment, careful examination. The new cloak pact was not born overnight—it was rather the result of weeks of stubborn, heart-breaking negotiation and bargaining during which peace frequently hung on a slender thread. The war machinery of the Union was mobilized to strike within a few days, when Imperial Chairman George W. Alger, with dramatic suddenness, brought the full gravity of the situation before the various employers' groups. The next step was intervention by Lieutenant-Governor Herbert H. Lehman whose skillful and determined mediation efforts finally met with deserved success.

We sincerely believe that the New York cloakmakers have every reason to regard the new agreement, acquired without the heavy price of a strike, through the brilliant and constructive leadership of President Dubinsky, Vice-President Nagler and their capable associates, as a substantial victory. True, it is not a victory all along the line. The Union has won only partial limitation of contractors, not full limitation. But the new agreement, for the first time in the history of the industry, recognizes the principle of contractor limitation by limiting the jobber to a fixed number of outside shops for his production. Within that circumscribed sphere of the cloak jobber's activity, the Union hopes it will now find much easier than heretofore to control week-work and the proper payment of wage scales to the workers in the contractor shops. The Union has also fought off the powerful drive of the employers against week-work, an attack carefully planned and nurtured for many months in advance. In addition, as a result of the new clauses of the agreements discloses, the Union has gained a number of important regulations guaranteeing a more effective enforcement of the standard provisions of the old contract.

The only concession which the Union has made to the employers was a five-dollar wage reduction, the first wage cut wrested from the cloakmakers since the epidemic of wage-cutting has set in three years ago forcing every industry, unorganized as well as organized, to yield far more drastic wage reductions than the ones conceded by our Union.

The cloakmakers have acted like level-headed trade unionists in accepting the new agreement. But it is needless, of course, to mention here that the best of labor agreements may only be scraps of paper unless the workers behind them are willing and ready to give their union cooperation in enforcing such agreements. The new cloak contract for 1932-1933 has put in the hands of the Cloakmakers' Union a stronger weapon for controlling work conditions in the trade and serving the interests of the workers in the shops. But the workers in the shops, it stands to reason, will have to give the leadership of their Union a helping hand and a full measure of cooperation if they are to reap the full benefit from this new contract and strengthen their position for greater gains in the future.

MOST OF THE NEW YORK cloak shops, at this writing, are still empty. The cloakmakers have been out of the factories for nearly a week on a general organization stoppage.

The General Stoppage of The Cloakmakers

An organization stoppage is not a novel move in the history of the New York Cloakmakers' Union. Several such stoppages involving the entire industry were carried out in the past, especially after the signing of a collective agreement, to strengthen the organization of the workers, to solidify and to effect a better control of the shops, and to unionize simultaneously the non-union factories.

The current stoppage, especially, is regarded by the leadership of the Union as a highly important step. That's why it is being carried out on such a widespread front reaching every nook and corner of the market. The general strike machinery, mobilized for the past four weeks
for the emergency of a strike, has been put into operation for the purpose of this stoppage.

The leaders of the Cloakmakers' Joint Board and of all its locals are going to make an unburdened, thorough job with this stoppage. Before it is sent back to work, every shop will be fully investigated with regard to observance of week-work, wage scales and other labor standards, and if it is a contractor shop it will also have to satisfy the Union that it conforms with the new "contractor limitation" clause and is properly registered with a responsible jobber firm so that the workers within that shop might know what jobber they are working for.

But in addition to fortifying the Union's position in all the organized shops, this general stoppage is expected to sweep into the fold of the organization all such non-union shops as are still to be found in the New York market. In this respect the stoppage is bound to assume the character of a regular strike, and the Union plans to keep up the attack upon these non-union firms until they are made fully to conform with all the standard labor work terms and regulations which prevail in the overwhelming majority of the cloak factories in New York.

The Cloak and Suit Industry of New York owes a debt of gratitude to Lieutenant-Governor Herbert H. Lehman and to George W. Alger, the impartial chairman of this industry, for their share in bringing about the adjustment of the sharp dispute between our Union and the three employers' associations at a time when a break seemed imminent and a general strike almost unavoidable.

It is true that the Union has all during the negotiations for a new agreement been ready and willing to conclude a "peace with honor," or a settlement that would not jeopardize the basic work standards in the shops. Nevertheless, it is no less true that a deadlock having been reached toward the end of the negotiations, we might have inevitably drifted into a struggle the length and the consequences of which it is hard to figure out.

The intervention, first, of Chairman Alger, and, subsequently, of Colonel Lehman, and the latter's successful mediation of the chief points of the controversy, is a contribution to stability in our major industry, especially as a time like the present, which will not be forgotten by every person and group dependent for their individual or collective welfare and livelihood upon this industry. We say this despite the fact that we are fully aware that the Union has not achieved all it desired or was entitled to retain through this mediation. It was a job well done, nevertheless, and its results, we are frank to say, largely because of the Union's moderate and conciliatory spirit before and after Colonel Lehman's intervention, should strengthen its position in the industry and in the eyes of the entire community for its future labors to advance and protect the interests of its membership.

No Finer Tribute to the memory of Morris Sigman could have been paid than the eulogy made public two weeks ago by the General Executive Board of the I. L. G. W. U. on the first anniversary of his death, Builder, Leader, Friend—Morris Sigman on July 19. We quote from it:

"A year ago, in a small town in a state, death paid a sudden visit to the modest farm-house to which the former president of our International Union had retired. His body was brought to New York, where a few days later an impressive public funeral was held and our membership together with the labor movement had paid him a final tribute.

"For Morris Sigman was not only a leader and a builder of our Union—he personified the very soul and heart of our movement. He combined in himself the qualities of a soldier in the ranks and of a general at the head of a fighting army. He was to thousands of our members and fellow workers a true friend and a teacher; he was an officer who never hesitated to expose his breast to the fire of the enemy to protect the man in the ranks.

"Morris Sigman's first and outstanding trait of leadership was that he always maintained a close relationship with the masses, that he lived and suffered with them. And above all, Morris Sigman was a man of strong convictions, of strong likes and dislikes. He had ironclad principles and he had the courage to defend them if they at times did not coincide with the opinion of the majority.

"Morris Sigman was a realist in his daily work as a trade union leader. He stood with his both feet planted on the ground. He demanded that every man and woman affiliated with our movement ally themselves loyally with the daily struggle of the workers. He looked facts straight in the face as a leader of men in a practical, matter-of-fact world and duty-bound to do. But Morris Sigman was also an idealist in the finest sense of the term. Besides his trade union activity and achievements he strove all his life to attain with his fellow workers a saner and more humane social order free of exploitation and degradation. He placed his hopes entirely on the working class. He considered the worker, and the worker only, as the standard bearer of the new social order and the trade union as the cell of the future commonwealth of labor.

"Let us do honor to his memory by dedicating ourselves to the glorious task which he so nobly and fruitfully pursued and let us pledge ourselves never to lower the banner of our International Union which he carried aloft with such pride and dignity and to continue fighting for the interests of our own members and for the working class as a whole always inspired by the unforgettable memory of our great and heroic Morris Sigman."

The Decision of the Executive Council of the A. F. of L. to instruct President Green to draw up a Federal unemployment insurance bill to be enacted by Congress, is an event of the first rate importance in the labor movement.

A. F. of L. Comes Out for Jobless Insurance

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have been the fact that since the congressional campaign is to be launched within a few weeks, it would be of greater strategical advantage to let the membership of the unions know that the Federation of Labor is committed to unemployment insurance so that they might be guided accordingly in their support of congressional aspirants.

From whatever angle one views this step of the Executive Council, it is admittedly a departure of great significance in the right direction. For, whatever justification, real or fanciful, there may have existed in the past for the negative attitude of the A. F. of L. toward unemployment insurance by States or by the Nation, it has been completely swept away by the stark tragedy of the industrial crisis which has impoverished millions of workers leaving them helpless in the midst of plenty.

Organized society owes the workers not a charity dole but a measure of insurance against starvation to be borne by the combined resources of society as a whole.

Local 38 Plans Trade Strike

By LEON WISHNEEFF, Business Agent

At a general meeting, at the Rand School Auditorium on July 20, our members decided to authorize the administration of our Local to “take all necessary steps to prepare for a general strike in the ladies’ tailoring industry at the beginning of the coming fall season.”

To Resist Employers’ Creed

This decision to strike was not lightly arrived at by our members but after long deliberation. The discussion at that meeting showed that our members are keenly aware of the present acute situation in industry everywhere and particularly in our own branch of the women’s garment industry. But it also showed that the ladies’ tailors are in no mood to permit their employers to take advantage of the crisis and deprive them of the hard-won union conditions and thereby destroy their union built up at such cost and sacrifice.

This unanimous vote for a strike was clear notice to the employers that the members of Local 38 would fight to the last ditch to maintain union work conditions and the right to earn a decent livelihood for their families. The old fighting spirit of the ladies’ tailors, forged in the fire of constant struggle for the past twenty years, is still alive; the workers in the ladies’ tailoring shops are ready to defend their Union in bad times as well in times of prosperity—come what may.

To Go After Non-Union Shops

It is hardly necessary to state that when the strike is called it will also be a strike to unionize the shops at present unorganized, where wages, work hours and other terms of employment are continuously being lowered and degraded. This non-union situation, of course, affects adversely the workers in the union shops and is, therefore, our own concern as well.

Portland Local Scores First Victory

In a dispatch from Portland, Oregon, dated August 2, secretary Samuel Schatz of Local 70, Portland Ladies’ Garment Workers’ Union, has notified the General Office of the International Union that the first attempt of the Portland cloakmakers to unionize one of the big factories in that city has met with singular success.

Portland has a substantial and growing cloak and suit industry catering to the needs of the Pacific Coast trade. Local 70 was organized early in April, 1932, after a preliminary report on the local cloak trade had been made to the G. B. A. a few months prior to that by Vice-President Breslau who visited Portland in 1931. The application for a charter of the Portland cloakmakers was also accompanied by an endorsement of the Portland Central Trades and Labor Council.

Immediately after it was formed Local 70 began organizing work, confining itself at the start to three of the largest shops. The Central Council urged the local in its work. As the Fall season in the Portland cloak shops usually begins in the middle of July, Local 70 called a general meeting of its members on July 7, at which it was decided to demand the abolition of piecework, the restoration of the wage cuts wrested from the cloakmakers before they became organized, and a 44-hour week. The officers of the local, immediately after the meeting, notified five firms of these demands and invited them to confer with the local’s committee. Instead of a reply, the employers began to divide the work in the shops in shifts as if serving notice upon the local that they would eventually lock them out of the shops entirely.

The Union retaliated at once by calling out on July 22 on strike the Modest Cloak Company shop. The 100 workers employed in that shop responded to the strike call like one person. A mass-meeting of the cloakmakers which followed the strike declaration, voted to contribute 40 per cent of their earnings to the support of the strikers. At the same time the International endorsed the strike, and President Dubinsky wired Local 70, in reply to a question as to whether they may arbitrate their demands, that “he is not opposed to arbitration except on the one question of union recognition.”

The telegram received on August 2, as we go to press, which is signed by Samuel Schatz, secretary, and M. Brookes, chairman of Local 70, reads as follows:

“Strike settled very successfully. Gained all demands, with exception of several minor points which were left for arbitration. Strikers returned to work in enthusiastic spirit. Now planning next move for remaining shops. Accept thanks of strikers and of whole membership of Local 70 to you and other leaders of International Union for support given.”
The Conde Co. Shop Strike in Toledo

By A. W. KATOVSKY

About three months ago, the Conde Co. of Toledo, O., locked out all its workers for the mere reason that they were members of our Union. The Conde firm expected that the workers would be compelled in short order to return to the shop and submit. As this lockout was made toward the end of the Spring season, the employees had figured that until the Fall season would start, the workers would give up the idea of a union. Their strategy, however, failed to work.

Background of the Fight

The Toledo cloakmakers, though many of them had to endure suffering without end during the long weeks of the lockout, remained loyal to their Union and not one of them returned to work. To all attempts by agents of the firm to induce them to accept employment, they had but one answer to give: "Either the Conde Co. will take all the members back to work and deal with us collectively, or we will carry on our silent resistance against the firm until the General Office authorizes a strike and then we shall wage the fight to a finish."

This open defiance, it may be stated, is the result of a ten-years' old struggle of the Toledo cloakmakers to rehabilitate their Union which was destroyed in the strike of 1921, a strike which also saw the end of several manufacturing firms in Toledo. Many of the cloakmakers were compelled at that time to leave Cleveland for other cities, others were forced to sign "yellow dog" contracts in order to obtain employment and to save their families from starvation. Yet, even during those dark days, the cloakmakers of Toledo had never given up the hope of working under union conditions.

Begin to Join the Union

In the course of the last Spring season, all the operators and many of the pressers in Toledo joined the Union and began in an organized way to demand certain improvements. In several instances, in some shops, the workers had to resort to stoppages in order to gain their point. This went on without a challenge from the employers as long as the shops were busy, but as soon as the Spring season was over, the Conde firm served notice upon all their workers that their services would no longer be required, and the fight began.

Committees from Toledo came to Cleveland for advice and help, and I advised them to get in touch with President Dubinsky without delay. On June 20, President Dubinsky directed me to proceed to Toledo, investigate the situation and, if possible, settle it. After two days in that city, I came to the conclusion that the two alternatives open to us were: either to send the workers defeated back to work or to declare a strike. I decided to recommend to President Dubinsky the second course.

President Dubinsky endorsed my viewpoint, but as I was too busy in the Cleveland office, Brother Louis Friend went to Toledo to make another effort for a peaceful settlement with the Conde firm. This, however, proved futile and, Brother Friend so reported to me. He, therefore, went back to Toledo to organize a general meeting for July 20 and to prepare for a strike on the next morning, Thursday, July 21. The meeting was well attended, and the recommendation for a strike was carried by acclamation. A vote was taken to tax all members working in the other Toledo shops 10 per cent of their earnings and send the strike in the Conde shop might last.

Strike Makes Clean Sweep

The strike the next morning brought out all the members of the Toledo local on the picket line before the Conde shop. After looking over the situation the first morning, I reached the conclusion that this strike would be won in a few days. The spirit shown by the workers was splendid. To be sure, three days after the strike was called out, the Conde firm, realizing the clean sweep we had made in shutting down completely its shop, began conferring with Brother Friend. A tentative basis on which an agreement could possibly be reached, with several other points to be left to arbitration, was offered. Both sides finally agreed on Aaron H. Cohn, a former Judge of the Toledo Municipal Court, as arbitrator, whose selection was approved by the strike committee.

The following points were agreed upon by both sides: (1) The firm is to take back all workers without any discrimination and to call off the lockout; (2) The firm is to deal with the workers collectively and to recognize and deal with the shop chairman and shop committee selected by the workers. The matter of dealing with three pressers strike-breakers was left for the impartial chairman to decide as the Union demanded their discharge. On January 21, Judge Cohn was elected chairman and, on sending away these pressers, the Union should rather discipline them for violating the laws of the organization and then decide upon the penalty. The workers cheerfully accepted the ruling of the chairman.

The Conde shop strikers, thereupon, ratified the settlement and returned to work as full-fledged union workers employed under union conditions. This lockout-strike marks a milestone in the fight of the Toledo cloakmakers to rebuild their organization and, in view of the success achieved, should go a long way towards solidifying their local and putting it on a firm and lasting basis.

Pres. Green Congratulates Dubinsky

Mr. David Dubinsky, President, International Ladies Garment Workers Union. Dear Mr. President:

I am very happy to observe that you and your associates have succeeded in negotiating a new wage agreement for the Conde Co. without resorting to a strike. This achievement shows that you and your associates have metied with the labor-Staetmanship. I know how difficult it must have been to carry on wage negotiations under such unfavorable conditions as now exist and to achieve such a large degree of success as you and your associates have realized.

The fact that you have won substantial improvements in your newly negotiated agreement and have saved the members from the distress and suffering which would inevitably follow a strike will earn for you the everlasting appreciation of the membership of your great organization and of the officers and members of the American Federation of Labor. I congratulate you and your loyal comrades upon the success which has attended your efforts. I ask you to convey to Governor Lehman and to the people of the very valuable service which he rendered.

With every good wish, I am,

Fraternally yours,

WILLIAM GREEN.
New Provisions in Cloak Agreement

With Comment by
President DAVID DUBINSKY

We are printing below all the important sections in the new collective agreement reached between the I. L. C. W. U. and the Joint Board of the Cloak, Skirt and Reefer Makers' Union of New York with the three employers' associations in the cloak and suit industry—the Industrial Council, the Merchants' Association and the American Association—for the year 1932-1933, together with the recommendations of Lieutenant-Governor Herbert H. Lehman, and accompanied by comment for the purpose of clarifying some of the more complicated paragraphs.

Week-Work Remains

The fight for week-work and against "standards of measured production" which was the storm-center in the negotiations with the Industrial Council and the American Association, was won decisively by the Union. In his recommendation on this subject, adopted by all sides, Lieutenant-Governor Lehman says as follows:

"The present system of week-work in the industry shall be retained.

"I make this recommendation notwithstanding the fact that all branches of the industry, other than the Union, have argued with me earnestly for the establishment of a regulated piece-work system and against a continuance of the week-work system, asserting that it has completely broken down in practice, is incapable of being reestablished, and that it works particular hardship on those who seek to maintain it in the presence of the excessive, unregulated piece-work competition now undermining the living standards of the industry."

"I am entirely convinced, notwithstanding these arguments, and without attempting to discuss the relative merits of the two opposing systems, that so radical a change would be unwise and unlimely. The Union has, I think, reasonably appreciated, in a spirit of cooperation, the difficulties confronting the other branches of the industry and while reluctantly insisting upon the retention of the week-work system, has consented to participate as it has not done heretofore in the fixing of minimum labor costs and has agreed to cooperate with the manufacturing groups in maintaining such costs when established."

"I therefore commend that schedules for such minimum cost of production be adopted by the parties together with rules for their enforcement and any differences concerning the same to be determined by the impartial chairman as heretofore."

This recommendation, therefore, confirms the principle of week-work in the cloak industry. In order, however, to secure that the workers in the outside shops receive the right week-work pay scales, the Union has consented to take part in the fixing of production costs to be paid for every line of garment by the jobbers and manufacturers to the submanufacturers and contractors. The section in the agreement covering this point reads as follows:

Union to Participate in Trade Council

"A Trade Council" shall be organized composed of an equal number of representatives of all the parties to the collective agreement and the Impartial Chair-
of disputes. Pending such adjustment the work shall not be interrupted.

"If the designation so made by a member of the Merchants' Association does not cover twice the number required by him, he may designate additional sub-manufacturers at any time thereafter as and when he needs them up to a total of twice the number so required by him.

"Subject to the obligation to act in good faith, members of the Merchants' Association shall have the right to distribute their own work in such manner and upon such and as many sub-manufacturers as have been designated by them respectively.

"If a member of the Merchants' Association should, during the period of this agreement, change the character of his production and the sub-manufacturers designated by him, or any of them shall prove incapable to meet his changed requirements, such member shall have the right to substitute new sub-manufacturers for those thus proving incapable of meeting his requirements.

"The designation of sub-manufacturers, as above provided, shall be for a season but, in view of the fact that the present Fall season is advanced and the arrangement cannot take effect at the beginning of the same, it is agreed that such designations shall remain in effect during the Spring season of 1933."

"With respect to labor standards, the sole obligation of the members of the Merchants' Association shall be to pay the sub-manufacturer at least the minimum cost of production established by the parties to the collective agreement. The Union shall participate in establishing and enforcing such minimum cost of production.

"The above provisions for the limitation of sub-manufacturers are accepted by the Merchants' Association upon the express understanding on the part of the Union that it will make diligent efforts to increase its control of the workers in the industry and that it will obtain substantial results in that direction.

"Any complaints or disputes arising out of or in connection with these provisions, if not adjusted between the parties, shall be submitted to the Impartial Chairman, who is hereby authorized to grant appropriate relief which shall, however, not include an extension of the system of limitations hereinafter set forth.

"No contractor shall work for more than two (2) jobbers."

This memorandum establishes, for the first time in the history of the cloak industry definite limitations for jobbers with regard to outside production and places upon them a measure of responsibility for the work in the contractor shops.

The Union has not accomplished through this agreement, full limitation, this is quite true, and that could perhaps not have been expected at this moment. The Union, nevertheless, did win partial limitation, namely that the jobber, instead of having the right to send out his work to as many contractors as he pleased, is now limited to but a fixed number—twice the number that he actually requires for his production. Within this limited sphere of the jobber's registered contractors, it will, naturally, be much easier for the Union to exert control and to maintain standard work conditions than under former uncontrollable outside production conditions.

Besides that, under this arrangement the contractor, too, is limited to two jobbers only, and this should make control in the contractor shops a much less difficult matter for the Union. The right of the Union to challenge the list of contractors presented by each jobber from the outset, offers the Union an opportunity to see to it that this limitation of contractors is placed right at the start upon an honest and responsible basis. And let this also be taken into account: The minimum costs, which the jobbers are to pay to the contractors and which offer the sole security that the workers in the outside will be paid the right scales and observe the other union work standards, will be more effectively adhered to under the limitation system which offers an opportunity to exert a larger measure of control in these outside shops. The "inside" manufacturers, too, will not be as eager to give up their shops and become jobbers once the difference of labor costs between the inside and the outside shops is considerably wiped out and the competition is thereby materially diminished.

To sum it up: Every partial limitation of contractors is a substantial step forward in strengthening the Union's control over work conditions in the industry, which must inevitably lead to an improvement of the work conditions in the outside shops and to general leveling up of the status of the cloakmakers.

The Right of Jobbers to Employ Sample-makers

This question was one of the important issues in the discussions between the Union and jobbers' association and also with the Industrial Council, and this point also led twice to a break-up of the negotiations.

The jobbers insisted that they be given the unbridged right to employ sample-makers and cutters on their premises. The Union firmly opposed this, pointing out that in the event the jobbers are permitted to employ sample-makers and cutters, many of the inside manufacturers might give up their shops and themselves become jobbers. In fact, the Industrial Council had, simultaneously with the jobbers, advised the condition that if the jobbers are permitted to employ sample-makers and cutters, their members should be given the same privilege and that would mean the elimination of a number of inside shops.

Concerning this subject Lieutenant-Governor Lehman has made the following recommendation:

"The agreement between the Union and the Merchants' Association contains no express provision prohibiting sample-makers but as construed by the Impartial Chairman in the industry has been held not to permit the employment of sample-makers by jobbers who do not operate inside shops.

The Merchants' Association represents that during the course of the past two years, the practice of jobbers of employing sample-makers has been a definite and irresistible trend of the industry which should be recognized and under which the employment of sample makers by jobbers is becoming a business necessity and that this practice has already gone to some extent, taken effect in their branch of the industry.

The Industrial Council takes the position that if the request of the Merchants' Association, as presented, is granted, its members would be placed in a condition of disadvantage unless similar provisions are granted to them, i.e., unless their members are permitted to give up their inside shops and to employ only sample makers and to produce the bulk of the garments in outside shops. Both the inside manufacturers, whom the Industrial Council represents, and the Union agree that an arrangement of this kind would tend to seriously depress the volume of inside production in the industry.

I realize that this question is not only a novel but an important one for the whole industry. I am inclined to accept the argument of the jobbers that the employment of sample makers by them is in accord with the modern trend of industrial development in their branch of the industry and believe that such employment should, therefore, be legalized and regulated.

In order, however, to avert or minimize the danger of an increase of outside production at the expense of the inside shops and of the workers employed in them, any right accorded to the jobbers to employ sample makers should be accompanied by some safeguard in the nature
of greater and more direct responsibility on their part toward workers in the industry:

I, therefore, recommend that the jobbers be permitted to employ sample makers on compliance with one or the other of the following conditions:

a. That they establish bona fide inside shops for the production of stock as well as samples; that such shops be established or authorized on the basis of a small working force, the minimum requirements of such shops to be agreed upon between the parties, and in case of failure to reach an agreement, the matter to be determined by the impartial Chairman of the industry.

b. That they designate one of their sub-manufacturers as a shop for which they assume direct responsibility as to standards and pay and employ sample makers in conjunction with such shops.

I further recommend that jobbers whose present business methods are changed by these provisions be given a reasonable opportunity to adjust their business to comply with the foregoing recommendations. All such recommendations shall be compiled with for the coming season unless specifically dispensed with by the impartial Chairman for cause shown.

The above recommendations are made on insufficient study of all the intricate phases of the problem and mainly for the purpose of bridging over the immediate difficulties between the parties.

I, accordingly, therefore recommend that the Commission in the industry immediately undertake a thorough comprehensive study of the question on the basis of conditions as they may be found to have developed in the industry and of their bearing on the jobbers, inside manufacturers and workers and to report its findings before the expiration of the term of the agreement to be made between the parties.

Reorganization

This agreement is made for one year only. In the course of this year no reorganizations will be made. The reorganization clause is therefore eliminated from the new contract.

Disposition of Discharge Cases

"In the adjustment of disputes between the parties hereto, complaints of improper discharge of workers shall have precedence over all other cases, and decisions on such complaints shall be rendered within forty-eight (48) hours after the Union demands a hearing for the investigation, unless the time is extended by mutual consent. Should the decision be delayed beyond such time, a worker unjustly discharged shall be compensated for full loss of time."

Herefore we had no clause in the agreement covering such cases. These cases would usually go to the impartial chairman. A lot of time would be lost, as there was no definite rule of guidance to be governed by. The experience of the past three years has taught us, however, that these cases must be properly regulated and a fixed rule must be adopted making it possible for discharged workers to regain their rights as quickly and as speedily as possible. We, therefore, demanded that such a provision be made in the new agreement. It is doubtless a material improvement.

Compliance with Decisions

"All decisions reached by the managers of the parties hereto or their deputies or rendered by the impartial Chairman shall be complied with within forty-eight (48) hours. Should any member of the association fail to comply with such decision, he shall automatically lose all rights and privileges under the agreement between the parties hereto and the Union shall be free to take action to enforce the rights of the workers against such member."

The importance of this point in the daily work of the Union cannot be overestimated. The duty of an employer to comply with the decisions within a specified time is now written down, black on white. An employer will henceforth know that after a term of two days the Union has the right to proceed against him by direct action if he fails to comply with a decision. It is an agreement improvement for which the Union had been pressing for some time past until it finally secured it.

Saturday and Overtime Work

The subject of Saturday and overtime work, which was permitted in the old agreement during certain parts of the season, is being placed on a new basis in the new agreement. At such a critical time in industry as at present, when many workers are entirely jobless, the Union argued, overtime in all its forms should be forbidden. During the past couple of years, the Union had conferred several times with the employers through the agency of the impartial chairman’s office about overtime during the height of the season and demanded that in place of overtime, employers should take on as many jobless workers as they have vacant accommodations in their shops.

The new clause on this subject reads as follows:

"In periods of extended unemployment and upon the application of the Union, the impartial chairman, after consultation with the employing groups may recommend the suspension of Saturday and overtime work for specified periods.

"No overtime shall be permitted so long as there is available space for additional employees in the shop.

"No member of the Council shall send out work to contractors or sub-manufacturers unless his inside shop is fully employed.

"Members of the Council found sending out work in violation of the above provision shall compensate their inside workers for loss of wages in such amount as may be determined by the impartial chairman."

(A similar clause to be inserted in the agreement with American Association.)

This was a point which the employer had steadfastly refused to accept in all former negotiations. Owing to the general unemployment, and the pressure by the Union, the employers, however, were forced to concede this very important provision in part.

Uniform Set of Books and Records for Industry

An important innovation in the new agreement is the point relating to the installation in each firm, jobber, manufacturer or contractor, of special sets of books and records relating to payrolls, labor costs and outside production. It reads as follows:

"A uniform set of books and records relating to payrolls, labor cost and outside production shall be adopted by all firms in the cloak industry. The form of such records and books shall be prescribed by the impartial Chairman. Such records and books shall be open to the examination of the impartial chairman or his assistants at all reasonable times."

The purpose of this paragraph is to give the Union a better opportunity for controlling wages, overtime, non-union production and the observance of other points of the agreement.

Examination of Books

Another clause enlarging the Union’s opportunity for more extended control of work conditions is contained in the following new paragraph:

"Upon the request of the Union, the impartial
Chairman or his accountants shall examine the books of any designated member of an association for the purpose of investigating the condition of the shop and for the purpose of ascertaining whether the provisions of this agreement are fully complied with.

Until now, as is known, this right of examining books was limited in scope and related only to investigation of non-union production. Under the new clause the investigation is extended to all the “provisions of the agreement.” It is an important acquisition.

Penalty for Second Offense

A clause governing the procedure in such cases in the new agreement reads as follows:

“In the case of a second offense with respect to week work and legal hours of work, the Impartial Chairman shall determine the amount of the damage and the penalty for the violation.”

Until now this troublesome point, frequently involving the Union in shop strikes, was not specifically covered in the agreement. Now, the Impartial Chairman is authorized to levy a fine and to determine its amount thus freeing the hand of the Union in such cases and permitting it greater liberty of action against an offending employer.

Obligation to Old Workers

An important new clause protecting the rights of workers losing their jobs whose former employers reopen shops under new arrangements. It reads:

“No members of the association shall enter into partnership or consolidate or merge with another person, firm or concern in the industry unless the new firm assumes all accrued obligations to the workers in the constituent concerns. Upon the formation of such a partnership or such consolidation or merger, the workers of the constituent firms or concerns shall be given preference in employment by the new concern over other workers.”

In the course of the past few years, especially since the bad times set in and many cloak firms had gone out of business, later to form new partnerships or to merge with other firms, this problem of reemployment of the old workers in the newly formed shops, has become an aggravated one. Many such cases have come up recently before the Impartial Chairman. In the old agreement, however, there was no clause regarding the obligation of a firm towards its old workers. This clause guarantees preference to the formerly employed workers, places, therefore, a direct responsibility upon these new firms to employ their old workers, and this will, naturally, strengthen the position of the Union in such cases.

Workers Underpaid

The question of back-pay for workers who had been improperly compensated for either regular work, overtime or for holidays, has also been a troublesome one in recent years. The Union has recovered since 1929 tens of thousands of dollars in back-pay for workers in cases where the latter were coerced into entering collusive arrangements with employers to work for lower pay under threat that otherwise they would have no work at all. Wherever the guilt for such deals could be traced to the workers themselves, they would be properly disciplined by the Union. The old agreement, however, contained no specific clause for the collection of back-pay from employers. The new clause reads:

“If a member of the association is found to have underpaid his workers on regular work, overtime work or work on holidays, he shall repay the amount of such underpayment for a period not exceeding six months, such payment to be made to the Union for distribution among the workers entitled thereto, and the Union agrees to bring disciplinary proceedings against the workers who took part in such illegal agreement.”

This new clause, therefore, places a penalty period for all employers entering into collusive deals with their workers for wage reductions. It is to be hoped that this provision will avert in the future such illicit transactions and violations.

At the same time, however, the workers should be in mind that they may not collect from their employers any back-pay above the six-months limit. It would be of greater advantage to them to behave like loyal union men and not to enter into any secret arrangements with their employers as they are bound in the end to be discovered and punished for their offense.

Wages

The only concession which the Union was obliged to give the employer is a REDUCTION IN WAGES OF FIVE (5) DOLLARS A WEEK, about ten per cent.

At the start, the employer demanded a reduction of 15 per cent of the existing scale, or, as they phrased it—a return to the wage scales of 1919—arguing that the living costs have dropped in recent years to that basis. The representatives of the Union refused to consider any reduction. Later, however, it became apparent that it was impossible to avoid a wage cut. The Union was principally concerned that the employers withdraw their demand for reductions in wages while they made use of “standards of production” and as all other trade unions in the country, without exception, had long ago conceded their employers much greater wage reductions, we in the end accepted a flat cut of five dollars a week.

Several exceptions and limitations to this wage reduction were, however, included in this provision, which protect such workers as have already accepted a reduction under special conditions, to wit:

a) A reduction that was made for the special promotion of summer garments shall not be regarded as a permanent reduction.

b) Reductions made since June 1st shall not be regarded as legal reductions.

c) Where a worker was taken up and without the Union's consent received a wage below the scale, we do not recognize it as a reduction and he will come under the new scale.

d) Where a worker had been receiving a higher wage and with the Union's consent had been made a sub-scale worker, in the determination of his new wage the Union and the Council will take it up as a special consideration.

e) Where the Union consented to time contracts to a reduction and the time contracts having been fulfilled and because of the approach of the expiration of the contract there was no time to restore the wages, it is assumed that the wages had been restored.

f) Where a firm has, without the Union's consent, reduced the wages of their workers during the past season, such reduction shall be regarded as having been made illegally and contrary to the agreement.

Pressing Machines

The demand for special work-time schedules for pressers employed on pressing machines has been advanced by the Pressers' Union for several seasons past and has received the strong support of the other parts of the Union.

As we go to press, this question, which was to be settled first with the American Association, the cloak contractors, has not been adjusted yet. (We shall report on its settlement in the next issue of “Justice.”)
Chairman Alger's Decision on B'klyn Shops

The Brooklyn Ladies' Garment Manufacturers' Association, Inc., which has formerly been a subordinate of American Cloak & Suit Manufacturers' Association, Inc., and represented in the organized industry through that association until recently, have asked to be permitted to have a separate contract with the Union and for separate representation in the organized industry. The Brooklyn organization has been given a hearing and has presented its arguments in support of this request.

The matter has been referred to us for recommendation.

I have given the subject careful consideration and I make the following recommendations:

1. I recommend that the application of Brooklyn Ladies Garment Manufacturers' Association for separate representation in the organized industry be denied. At least two reasons seem to me quite adequate to require this recommendation:

(a) The industry as now organized is a group representing the inside shop manufacturer through the Industrial Council of Cloak, Suit & Skirt Manufacturers, Inc., a second group representing the manufacturers through the Merchant's Ladies Garment Association, a third group representing the contractors and sub-manufacturers through the American Cloak and Suit Manufacturers' Association, and a fourth group representing the workers through the International Ladies Garment Workers' Union.

The objections of the Union and of other representatives of the industry to having two organizations of contractors is, I think, entirely sound.

(b) Quite apart from the above reasons is the character of the Brooklyn Ladies' Garment Manufacturers' Association itself. The Cloak and Suit Commission has had occasion to investigate its operations while a subordinate of the American Cloak & Suit Manufacturers' Association. These investigations show a total lack of standards as to the working conditions, wages, hours and almost a total lack of records of any kind. The Commission, called these matters to the attention of the American Association and that association sought to correct these conditions through the then subordinate without success. More recently this association has not only failed to maintain standards itself but has so completely disregarded its contract as to do with the American Association as to require the latter to obtain as it has an injunction restraining the

Chairman Alger's Decision on B'klyn Shops

further violation of this contract by its subordinate.

In view of these conditions, the record the Brooklyn Ladies Garment Manufacturers' Association, and the transactions of its officers, revealed by the examination of books of certain jobbers doing business in the Brooklyn district, convinced me that it would be useless to expect the observations of standards of labor or working conditions by or through this organization as evidenced by its history and its record.

2. I further recommend that an opportunity be given to present members of Brooklyn Ladies' Garment Manufacturers' Association who desire representation in the organized industry, such opportunity to be given as follows:

(a) That the American Association accept as members such contractors or sub-manufacturers now members of the Brooklyn Ladies Garment Manufacturers' Association without requiring initiation fees or any other charges but the dues now paid by members of the American Cloak & Suit Man-
ufacturers' Association, and accord to such members the full rights of membership in that association, and that this right to join that association be extended for a reasonable period of not less than two weeks from this date.

(b) Contractors or sub-manufacturers new members of the Brooklyn Association and who elect not to join the American Association should be given the same rights as members of the American Association upon accepting in writing like obligations as those contained in the contract between the American Association and the Union and on depositing with the Commission a sum adequate to insure the performance of all of their obligations so assumed coupled with an agreement to contribute to the expense of the Commission and of the Impartial Chairman's office on a semi-annual basis in advance an amount reasonably allocable to them, the amount of such deposit, the form and substance of such contract to be subject to the approval of the Impartial Chairman, and such shops shall be under the additional supervision of the Impartial Chairman.

Boston Union Will Fight Secret Deals

By PHILIP KRAMER, Vice-Prez.
Manager Boston Joint Board

For a few weeks prior to my election as manager of the Boston Joint Board, on June 25, and up to this writing, not a wheel has turned in any of the Boston cloak or dress shops, union as well as non-union. And there is no one here who can tell how long this slack may continue. You may very well imagine what hardships our workers are experiencing. One just wonder how they manage to keep body and soul together.

A slack period, of course, is no novelty in the life of garment workers whose trade is so seasonal and so precarious. But you may recall the bitter struggle we had here during last winter and early spring and the general strike for the preservation of the Union which our cloakmakers and dressmakers had fought so heroically. On account of that five-weeks' strenuous battle with their employers, our members had but little work for the past two seasons. And this, in turn, has brought about that our Joint Board together with the locals, were left financially very weak. We have practiced every possible economy inside the office, but it is hardly necessary to em-

phazise that our hardships, individual and collective, are serious.

To Ward Off Attacks

We are now formulating plans for resuming activity for the approaching fall season and meetings are being called to inform the membership of what is going on in the industry.

Quite a number of manufacturers here in Boston, including some large firms, have gone out of business in recent months. This, as you may easily understand, has caused additional complications for many of our workers. Some of them will be faced with the problem of where to find a job when the season begins, and that certainly is no cheerful prospect.

Our first meeting is called for this week when the members of Cloakmakers' Local No. 56, will get together to discuss how to ward off the attacks of the employers. It is becoming quite clear to us that the cloak bosses will make an attempt to demoralize work conditions (Continued on next page)
Cleveland Before A Storm

By Abraham W. Katovsky, Manager, Cleveland Joint Board

This heading fits into our present situation in Cleveland today more than ever before.

When the 1933 agreement was negotiated, the manufacturers served notice upon us that, unless we granted them certain concessions, they would not renew the contract; while a number of them threatened to go out of business. For three agonizing months we maneuvered the situation so as to reach a settlement without an open conflict, and finally succeeded in signing an agreement with all cloth manufacturers with whom we had agreements before. But we did not succeed in signed agreements with any of the dress manufacturers.

At that time it appeared that our dress industry was much harder hit than even the cloth industry seemed to be, and so we decided to wait for an opportune time to compel the dress manufacturers to sign agreements with the union. We found, however, that the longer we waited, the more precarious conditions became in the dress industry, and up to this date we could not point to a dress shop that had worked even for a week. It is most natural, therefore, that the union would be very reluctant to call strikes under such conditions, and so we are today still waiting reluctantly for the chance to make a drive to put the dress industry of our city on a union basis.

While at this point, it may be stated that our Joint Board is planning, for the very near future, to start an extended organization campaign in all shops, cloth and dress, that would lead up to a general strike in January, that is, in the event the manufacturers refuse to sign agreements securing reasonable working conditions. The first step in this direction has already been taken.

Election of Officers

Negotiations for the renewal of the agreement generally begin here in October.

(Continued from preceding page)

In the shops as much as they will be permitted to. We hope that the meetings we are now calling will instill courage among our workers to resist any offers of "deals" on the part of the employers in violation of union conditions as prescribed in our agreements.

I have visited recently Worcester, Mass., where we have a local, No. 75, and succeeded in adjusting matters with the three firms where our members are working, to their satisfaction.

Economy in the Office

Due to general conditions we found it necessary to effect greater economy in our office. For this reason the Joint Board instructed the Finance Committee, consisting of Brothers Louis Friend, Nathan Solomon, Sam Turk, Meyer Berkman and Joe Magistro, and the writer, to bring in recommendations how the office could be made self-supporting. This committee, within a brief time, considered every angle of expense and recommended to the Joint Board a number of savings to go into effect immediately. The most important recommendation was to have one man in the office to manage all the affairs of the Union. The committee was mindful of the fact that it would be very hard for one man to cope with the general matters of the organization. Nevertheless it felt that the man who would accept the office would have to make every sacrifice possible in order to enable the organization to carry on.

The membership accepted the economy recommended by the Finance Committee, and the Joint Board, in accordance with procedure, notified the members that all prospective candidates should make application for the office on or before July 1.

Election of Joint Board Manager

After going through with the election of local officers and delegates to the Joint Board, the Joint Board installation took place on July 16, at which time meeting all local executive board members and shop representatives were invited. When the meeting was called to order an exceptionally fine spirit was displayed by those present. The chairman, Brother Louis Friend expressed his thanks and appreciation for the confidence and cooperation the delegates to the Joint Board extended to him during his term of office.

The writer in taking the chair stated that he had made every effort to make the installation as impressive as it could be made. He communicated with President Dubinsky, asking him to come to Cleveland to perform the installation, but in view of the situation in New York President Dubinsky could not come but sent a telegram of greetings. The message follows:

"Greetings and congratulations on behalf of myself and the General Executive Board. The present situation in the New York cloth industry on the eve of a general strike precludes any attendance at the installation meeting; but I am confident that you are conscious of the difficult task confronting organized labor in its struggle to maintain established standards in these trying times. With determination and loyalty to the movement we shall be able to withstand present attacks upon organized labor and only by being loyal to the principles and policies of the I.L.G.W.U. you may overcome all difficulties and march on fighting for better conditions for your members."

This message was greeted with prolonged cheering.

After a speech by Bro. Max Hayas, an old friend of our organization and a well-known Cleveland Socialist and trade-union leader, the chairman called upon Bro. Jan. Malley, secretary of the Cleve-
Live News From Toronto Cloakmakers

By S. KRAISMAN,
Manager Toronto Joint Board

The approach of the long slack period, after the ending of the last spring season, found our Union in Toronto in a very difficult position. The preceding season had been a poor one and the majority of our members averaged but a few weeks of work and quite some of them were totally unemployed.

The slack period has only increased our troubles, as it might well have been anticipated. Many cloak manufacturers began to take advantage of the weakened position of the workers in their shops, and reorganizations, discharges and discriminations became rampant in the entire industry. In addition, we were faced with the problem of entire shops closing down and the employers making all efforts to install inside or outside contractors as a means of getting rid of union control of work conditions.

We met this aggravated situation as best as we could and, in one instance—in the case of the Snider Garment Co.—we were compelled to declare a strike. This strike would have been settled long ago if our “friends” had kept a notorious strikebreaker out of that shop. However, there are all indications that this strike will be liquidated within a few days, but it will take quite an effort to reestablish firmly the union influence in this shop.

Now Settling Garment Prices

Right now we are going through the back-breaking period of settling prices (we still have the piece-work system in the Toronto cloak shops), and in every shop it is quite a battle.

Meetings are held with shop chairmen, price committees and whole shops advising the local Federation of Labor to install the new Joint Board. In his speech, Bro. Malley stated that the office of the Federation will be found ready to assist the garment workers of Cleveland at any time they might be in need of his personal service or of the aid of the Federation.

Manager Elected by Acclamation

Brother Louis Friend was re-elected as chairman. Brother Sam Turk, chairman of the pressers' local, was elected as vice-chairman. Brother Nathan Solomon, chairman of the operators, was elected as recording secretary. Brother Frank Sokol was elected sergeant-at-arms.

Brother Friend, in taking over the chair, informed the Joint Board that the writer was the only one nominated for the office of Joint Board Manager, and after some brief remarks made by several leaders of the locals, I was elected by a rising vote to that post.

In a brief talk I then called upon the members to unite for the purpose of maintaining the prestige and respect of the organization within and outside the industry.

The warm manner in which my remarks were received by the membership indicated that they were in perfect accord with what I said. A committee was then appointed for the purpose of assisting the manager with the routine work of the office. The committee consists of Brothers L. Friend, Nathan Solomon, Meyer Berkman and Joe Magistro.

Unemployed Must Be Placed

Our members will also have to realize that they ought to give consideration to those who are unemployed and do all they can to assist them by taking them into the shops even if they work at a reduced wage. We must understand that we cannot hope to command a price or maintain conditions in the shops while people outside are unemployed and are knocking at the doors of the factories, ready to offer themselves to work at any price. So in the interest of those who are working, it is quite evident, nothing should be left undone to place the unemployed on jobs as quickly as possible.

There are indications that when the season gets in full swing, conditions may become favorable enough to carry on organizing work to reestablish union control and conditions in a number of shops which have dropped out of our fold during the past few months.

Such are, on the whole, some of the problems confronting the Toronto Cloakmakers' Union at this time, and although times are hard, the work is heartbreaking and many forces are working against us, we are confident that with cooperation on the part of every loyal member of the organization and a good trade union spirit prevailing in the ranks, we shall overcome all obstacles and maintain our work conditions and even improve our position.
Tidings From Chicago

By NORRIS BIALIS, Vice-Pres.
Manager Chicago Joint Board

The Chicago cloak trade, today, is in a depressed state. In brief, it means there is no work in the shops, and that's enough said! A few shops, besides, closed down their doors entirely, and that, you may understand, does not improve the situation a bit.

Competition From Other Markets

And on top of this comes the complaint from some of our employers that the competition from other markets is too strong for them, that they cannot stay in business on account of that pressure, etc. How much truth there is in this claim is difficult to say, but as one observes the garments brought into Chicago from the Eastern and Western markets and takes a good look at the work and trimmings put into these garments and the prices for which they are being sold, one must come to the conclusion that they either had been made under the worst sweat-shop conditions or that the workers who produced them were some wizards.

Our Chicago cloakmakers, who, by the way, are quite capable mechanics, could not undertake to make such garments so that their employers might be able to sell them at the prices they sold in Chicago—unless they should be willing to work for three or four dollars a day. Our cloakmakers have, in fact, been fighting stubbornly against being reduced to such low levels.

The Fur Tax

And now we have the blessing of the fur trimmings tax upon us. Congress has levied a 10 per cent tax on all fur-trimmed coats, and as the fur trimmings on the garment, as a rule, cost more than the cloth of which the garment is made up, practically means that every coat made up in a cloak shop is subject to this tax. It was, at first, understood that the manufacturer would have to pay this tax and that the latter would pass it on to the consumer, just like the gasoline tax, the tobacco tax, etc. In our industry, however, it is quite different and shocking so. The Government had levied the tax on the consumer and our manufacturers are doing their utmost to take this tax out of the earnings of the workers.

The first to advertise that they were selling their garments with the "tax included" were the New York manufacturers and our employers, quite naturally, quickly followed suit. And since they do not intend to pay this tax from their own pockets, they have begun to take it out of the pay envelopes of their workers. This is a scandalous procedure and we do not intend to let it pass without a fight. It is true that the tax has done no good to the Industry as a whole, but we certainly do not intend to allow the manufacturers to take it out from the toll and sweat of our workers!

Fighting Runaway Firms

We are carrying on here, at this moment, two strikes in two small nearby cities against two Chicago firms which contemplated to take advantage of the hard times to carry out a drastic wage cut in their factories. But the Union reminded these firms that the agreement was still in force and that they could not slash wages at will under its provisions. Our first encounter was with the Marion Garment Co., which thereupon moved its shop to Kenosha, Wis. The second firm was Kirshbaum, Halbreich & Shender Co., which connected itself with a scab shop in Aurora, while pretending at the same time that it had no work whatsoever for its workers in Chicago.

Both these shops were declared on strike. Union men in Kenosha and in Aurora are helping us to picket these factories. In Kenosha we were able to prove in court that the Marion Garment Co. was only attempting to use the fair name of that city for the purpose of running a cloak shop with the aid of Chicago strikebreakers, and the judge then advised the firm to leave the city. This advice appears to have dismayed these employers and they are now looking for another town for their operations.

Both strikes are in good shape. We are receiving the full moral support of the trade union centers in Aurora and Kenosha, and of the Chicago Federation of Labor and of the Chicago Federation of Jewish Trade Unions, who are also contributing their share. I am confident that our Union will continue the fight against these runaway firms until they are forced to change their present attitude and return to Chicago.

The Coming Fall Season in Montreal

By ISRAEL FEINBERG
Member C. E. B.

In our modern capitalistic system, if such it may be called, when the economic structure starts cracking the cracking is not confined to one particular spot. It would seem to rip along every seam and to involve every place and country which operates under this so-called system.

It is safe to assume, therefore, that the catastrophic conditions in industry which have affected nearly every country in the world over have not left Canada unaffected. The workers in Montreal, by the same token, have been going through just as hard a grind as the workers in the States. Nevertheless, we are struggling on here trying our best to preserve the organization and to protect the workers in the shops from the disastrous effects of the crisis.

Guarding Price Settlements

That the old slogans of unity still hold true and that the price of liberty still, is eternal vigilance, appears to be realized slowly though surely by our cloakmakers in this city. Especially in these hard times it is important for the workers to cling together. For bad as things are—if the cloakmakers act like good and staunch union men—they shall have a possibility to preserve more or less decent work conditions. And our newly elected officers, the Executive Board of Local 43, together with all the other executive boards, are all beginning to see that this is our chief concern right now.

Insofar as the industry is concerned, our season here has not started yet. We are now in the process of settling prices and we are making every effort to see that no reductions are made. We have formed an organization committee of active members of all our locals, and this committee is doing everything possible to encourage the workers in insisting on their rights in the shops and on strengthening their morale. I am sure that if the work is kept up with the same vigor as at present, there is every indication that the Montreal cloakmakers will be able to earn a living during the coming season and will, besides, do respectably as trade unionists should do in their shops.
A.F.ofL. Demands Nationwide 5-Day Week

DECLARATION BY THE EXECUTIVE COUNCIL

The tragedy of the existing unemployment situation lies in the hunger, distress, destruction of moral and spiritual values and the impairment of the confidence of millions of people in our Nation's economic system and in its governmental institutions. However, the impotency of industrial management to apply constructive practical measures for the relief of unemployment stands out in bold relief as a contributory cause to the Nation's continued distress.

Industry Not Labor At Fault

The only procedure adopted by industrial management has been to reduce wages, to destroy buying power, and as a result increase unemployment and injury both labor and capital. After three years of wage-cutting and of the destruction of buying power, amounting to over fifteen billions of dollars, economic conditions are worse, unemployment is more widespread, security values are lowered and long established equities have been completely destroyed. There is no single act or objective performed or urged by industry during this entire depression which stands to its credit and yet it is industry and industrial management which holds the key to the situation. The owners and managers of industry own and control it. Labor cannot apply economic and industrial policies or adopt industrial remedies because it does not own or manage industry. Labor can urge and advise the acceptance of economic industrial and social remedies. It offers remedies because out of its long experience, economic training and careful study it is certain that the remedies it offers will supply the relief needed.

Feeding the hungry, supplying the partial needs of those who are in distress, meeting the minimum relief requirements, day by day, millions of people and those dependent upon them offers no solution for the Nation's economic ills.

Labor's Answer Is Shorter Workday

The return of those idle millions to work with a guarantee of work security is the great question which is of primary and transcendent importance. Even if industry and our national institutions are to be saved idle people must be returned to work, the buying power of the Nation must be increased, security values must be restored and a fair degree of economic equilibrium must be re-established.

How can this be done? What real remedy can be applied? What is the solution of our economic problems? These are questions which thinking people are asking themselves. Labor offers the answer and Labor offers the remedy.

Obviously, industry as now mechanised cannot supply work for more than fifty million working men and women in the United States six days per week and long hours per day. The Nation must either give up machinery or give up the long work-week and the long work-day. If we are to do the work of the Nation through the operation of mechanical processes and the substitution of power for human toil, we must adjust the work-time, the number of days worked per week and the number of hours worked per day, so as to conform to the increased productivity of individual workers and of industry. No thinking person would willingly see the human race deprived of the great benefits of machinery and power nor would he be willing to retrace his steps over the path of progress which the Nation has made. We must not willingly see civilization retarded. We must appropriate the benefits of scientific invention and industrial progress for the enjoyment and use of all mankind. Machinery and power must make life more tolerable and must not be permitted to lower living standards and to promote social discontent.

Demand Conference of Industry and Labor

For the purpose of bringing about the establishment of the shorter work-week and the shorter work-week, the Executive Council of the American Federation of Labor directs its President to immediately request and urge the President of the United States to call a conference (Continued on next page)
President Dubinsky Gets More Congratulations

My dear Mr. Dubinsky:

Upon my return from a brief absence, I want to take the opportunity of sending you my congratulations and very best wishes for a successful administration in your new office as President of the International Garment Workers' Union. Your selection to carry on the work so successfully terminated by the death of our mutual friend Mr. Schlesinger is a source of much satisfaction to me. I want you to know that I wish you well in your new undertaking.

With kind regards, I am,

Yours very sincerely,
HERBERT H. LEHMAN,
Lieutenant-Governor State of New York

My dear Mr. Dubinsky:

Permit me to congratulate you on your very well deserved election to the presidency of your union.

This promotion will, I am sure, give you an opportunity to do the intelligent and important things which you have done in the movement in the past.

Sincerely,
FRANCES PARKES,
Industrial Commissioner, State of New York

Dear Friend Dubinsky:

While I learned with a great deal of sorrow of the unfortunate and untimely passing of Benjamin Schlesinger, former President of the Intl. Ladies' Garment Workers' Union and felt keenly the loss entailed, nevertheless the good name bequeathed and hope for the future of the International Ladies Garment Workers' Union in the fact that you have succeeded Mr. Schlesinger to the presidency of your International Union. It is, therefore, at my first available opportunity, not only to express words of congratulation but to assure you of my utmost cooperation in the extreme difficult and complex tasks that lie before you.

I know that for anyone to assume the presidency of an International Union during this period of depression and unemployment, especially when facing so many great problems as your trade is confronting, it is easy to understand the hesitancy with which such a task is assumed. Please understand that I wish you well and I am ready and willing to do at all times whatever lies within my power and authority to be of service so as to lighten your task and to make more certain the unquestioned success of your administration.

Extending warmest personal regards, I am,

Sincerely and fraternal[y],
MATTHEW WOOL.

President, American Federation of Labor

Dear President Dubinsky:

I arise from this brief letter of congratulations to you upon your election as President of your International Union.

As you are probably aware, I have had an intelligent and sincere interest in the officers of your International and its membership for many years. I have been as one of your fellow workers with whom I have discussed labor union problems with perfect freedom and candor, knowing that I would not be misunderstood.

With the high honor that has come to you, there is added here a new responsibility, but I know that you are taking up your work with the same loyalty and unflagging courage your predecessor had shown.

It is quite probable that it is not within your power to be of any assistance, yet I would like to feel you felt free to call upon me at any time when you thought it might be of service to you and your associates.

With personal regards,

Cordially and fraternal[y] yours,
JOHN F. FREY.

Secretary-Treasurer, AFL, A. F. of L.

Dear Mr. Dubinsky:

May I send you my greetings upon the responsible position that has been placed upon your shoulders?

I knew and admired Mr. Schlesinger for many years. I am sure that your emotions range between our sympathy for him and our confidence in you. I believe that all who are interested in the progress of the organization must share my pleasure that so worthy a successor is ready.

(Continued from preceding page)

of the representatives of all industry in the United States and the representatives of Labor for the express purpose of dealing with the problem of unemployment, of creating work opportunities for millions of able men and women through the adoption and application of the five-day work-week and the shorter work-day. The Executive Council calls upon the President of the United States, thru the President of the American Federation of Labor, to assist Labor and Industry in the inauguration of the shorter work-week and the shorter work-day upon a national basis so that local inequities which might follow the adjustment of working time in this way may be avoided and the full economic benefits of this policy may be brought to the Nation and to all branches of Industry and to those connected with them.

The Executive Council finds justification for this decision and this recommendation in the grave and menacing unemployment which now exists and which has increased with damaging severity for a period of more than three years. We offer the plan herein outlined as Labor's immediate remedy for unemployment. We challenge industrial management to offer a better plan. We insist that the exigencies and the gravity of the situation demand action. We charge that this has arrived for industrial management to act. The Executive Council of the American Federation of Labor now demands and shall continue to demand that industrial management be compelled to act through the pressure of public opinion expressed, as we hope it will be, through the Chief Executive of the Na

If I can help you in any way personally or through the settlement, please let me know.

Very sincerely yours,
BILLY B. WALD,
Henry Street Settlement

My dear President:

I wish to express my hearty congratulations upon your election as successor to our great and beloved leader, Mr. Schlesinger.

Of course, there will be some who feel Mr. Schlesinger's absence, but I am confident that you will quickly appreciate your accomplishment.

You may be proud of this, your first achievement in the post of president of our union and I am sure, accept my hearty congratulation upon it.

May I ask you to remember me warmly to all your associates and the members of our organization.

As always, your friend and comrade,
ABRAHAM BAROFF

Dear President Dubinsky:

Accept my hearty congratulations on the splendid victory you achieved in the great controversy with the employers.

ISAEL FEINBERG, Montreal

Dear Brother Dubinsky:

Please accept my congratulations and the congratulations of the Philadelphia membership upon your great achievement in settling an agreement without a strike. All along here I have been and felt that a splendid job was done. Please convey our congratulations to the entire leadership of the New York Joint Board Strike Committee and the membership.

Good luck to you all.

ELIAS RIEBERG, Philadelphia

Dear Mr. Dubinsky:

I want to extend to you my sincere congratulations upon your election as successor to our dear and lately deceased friend, B. Schlesinger.

Although our contacts have not been as close as they might have been, I have always had the highest regard for you because I have known you from your early days, particularly your efforts for the workingmen and others. What a wonderful job you have done for the International and what great respect you are held by those who have had the privilege of working with you.

If at any time I can be of service to you either in New York or Philadelphia, please do not hesitate to ask me. I want you to know that I will be at your disposal.

With kind regards and best wishes for success,

Cordially yours,

JACOB BILLIKOPP,
Impartial Chairman, New York Men's Clothing Industry
The Month in Local 10

By SAMUEL PERLMUTTER

Cutters Give Ovation to President Dubinsky

Brother David Dubinsky, President-elect of the I. O. W. U., was invited by the Executive Board to address the membership meeting on Monday, June 27.

All business was laid aside in order to enable President Dubinsky to speak without any delay. Chairman Maurice W. Jacobs, in presenting Brother Dubinsky, pointed out that there were only two other cutters, Morton Julian and James Macauley, held temporarily the office of president some 20 years ago. Dubinsky is the first member of Local 10 to be elevated to the highest post that the International Union has to offer.

With the election of Brother Dubinsky as chief executive of the International, the prestige of Local 10, Brother Jacobs remarked, has simultaneously risen among the members of the entire Union and in the industry as a whole.

These remarks were received with thunderous applause which broke out in every part of the hall lasting for several minutes.

Set of Resolutions Ordered

Brother Dubinsky spoke at length. He expressed thanks to the Executive Board and officers for the floral tribute and the message of confidence and congratulations sent to him upon his election. He called attention to the fact that he had refused to accept the office of president that was unanimously offered to him at the Philadelphia convention and urged upon the late President Schleisinger to resume that office. This time, after Brother Schleisinger's death, however, he could no longer insist upon his former decision. In the face of the universal enthusiasm shown for his candidacy, and he therefore finally agreed to accept.

"I am fully cognizant of the extremely adverse conditions prevailing everywhere today," President Dubinsky declared, "nevertheless, the spirit of unity pervading in every section of our International convinces me that we shall not fail, and if we do, it will not be due to our lack of effort but rather to external conditions over which we have no control. I am determined to give everything in me for the upbuilding of the ladies' garment industry notwithstanding the grave odds we are all confronting."

After the applause which greeted the conclusion of President Dubinsky's talk subsided, Brother Samuel Martin moved that a committee of five be appointed to draw up a set of resolutions on this subject at a time and place they themselves will designate. This motion was adopted unanimously, and with the approval of the membership, Brother Jacobs appointed the following members on this committee: Samuel Perlmutter, Isidore Nagler, Maurice W. Jacobs, Nathan Saperstein and Samuel Martin.

Slack Period Complaints and Problems

While the Union was lately kept busy with conferences with the various employers' associations, attempting to work out a new collective agreement, many individual problems and complaints, typical of the slow period between the work seasons, flooded the office, particularly as the dress and miscellaneous branches of our industry are afflicted with such problems as well.

Among these problems are such as equal division of work, reorganization, dissolution of firms and their reopening under new names, changes of character of business, etc. Here are some of these cases:

Nudelman & Co., located on West 35th St.—This firm employs about 50 workers, among whom are ten cutters. At the end of the last fall season, the firm asked for "reorganization" on the ground that they do not do enough business to supply the full shop with work or else they would give up the shop. The firm also claimed that because of this condition the cutters, as well as the workers in the other crafts, had stretched the work and caused a great loss to the firm.

This reorganization right was granted the firm by the Joint Board, but Local 10 felt that insofar as the cutters were concerned there was no justification for a reorganization. Upon taking this matter up with Mr. Nudelman, after a meeting with the cutters, the firm was promised that the cutters would give a fair day's work and would not take any advantage because of lack of work. The firm, however, insisted upon this reorganization and placed their case before the Impartial Chairman. Pending Mr. Alger's decision the office, however, succeeded in persuading the firm to retain the full force of its cutters until the end of the slack period, after which consideration would be given this matter.

Recently the firm reopened the case and after a thorough investigation, it was shown that the firm's business had reduced considerably. Local 10, nevertheless, refused to grant the request of the employer for the discharge of five cutters. After negotiations it was agreed that three cutters be dismissed and each be given a compensation of $156.

Underhand Tactics Stopped

Wm. H. Davidow & Sons.—This firm was declared on strike recently after it was disclosed that they were making up a line of samples on the premises of Frances Clyne, 16 West 46th St. The Davidow & Sons firm went into hands of receivers about two months ago. Prior to this the Union had considerable trouble with them as they were constantly sending their work outside while discriminating against all inside workers. On a few occasions the firm was caught giving their work to outside dress shops. After the firm had become bankrupt, the Union was led to believe that it would go out of business completely as it claimed. It was further revealed that the firm was contemplating farming out its production to various outside units and that the premises of Frances Clyne were engaged by it as a hideaway for producing samples. The workers of Davidow, particularly the cutters, began effective picketing work and after several days a representative of that firm called at the Joint Board to negotiate a settlement with General Manager Nagler. At this time negotiations with this firm are still on.

Weiner Cloak Co.—This firm was declared on strike after it was discovered that Mr. Weiner, a member of the firm, had previously been employed as a designer with the firm of Leon S. Lee, who gave up his shop and declared himself out of business. It is called to the office that Leon S. Lee is interested in this newly organized concern and that the reason for his "giving up business" was simply to get rid of his workers. The Joint Board insists upon the reinstatement of all the workers previously employed by Leon S. Lee. There are five cutters involved in this strike.

Roesing & Lefkovitz—Trouble is expected in this shop owing to the fact that the firm had sublet part of its loft and rearranged its cutting department so as to make it impossible for all the eight cutters previously engaged by it to remain. The firm did not start to work as yet, but as soon as the season begins this matter will be adjusted.

Many Dress Shop Adjustments

Samuel Flochheimer.—This firm announced a few months ago that they are through with inside manufacturing and would give up their entire shop and enter the jobbing business. The Union immediately started investigating where this firm's merchandise is being made.
up. After a conflict which lasted for quite a few months, the firm was compelled to reopen its shop, and in view of the fact that this firm had proved that its business had been considerably reduced and that they are unable to retain the same working force, the workers and the Union agreed to grant the firm a 59 per cent reorganization and the workers who fell out agreed to quit without any compensation. Local 10, however, refused to grant the same ratio of reorganization for the cutters and after some negotiation, the firm reinstated ten of the fourteen cutters formerly employed and also agreed to give the four cutters a week's pay each. In addition to this, the cutters who were at work decided to give the dropped men a considerable amount of money.

Character Dress.—This firm, employing seven cutters, recently declared that they contemplate giving up the cutting department. The office immediately communicated with the firm charging that it had sold itself to the lettuce and had to re-arrange its premises as to make it impossible for more than one cutter to work there. The office warned the firm against this move stating that the Union regarded this as an attempt to get rid of the cutters and to take up non-union cutters or such men whom they can engage under sub-standard conditions. After a lengthy negotiations the firm finally was prevailed upon to divide the work equally amongst all the cutters up to July 25, thereafter retaining five cutters and granting the two who are to fall out either a fair compensation or to be placed on jobs in the contracting shops working for this firm.

The Month in Local 10

(Continued from preceding page)

Out of Town

Murray Saltier.—This firm has been operating a cutting department at 1,400 Broadway, employing about twelve cutters. It also operated two factories, one at 179-7th Avenue, and one at 51st Street, respectively, as well as a large plant at Hanover Ave. Since the firm took over the Hanover Avenue plant, it has been unable to find a place to locate the factory. It was necessary for the firm to cease operations at Hanover Avenue and to re-locate its plant at 1,400 Broadway. The firm has been operating at 1,400 Broadway for about two years. The firm has been operating a cutting department at Hanover Avenue for about three years. The firm has been operating a cutting department at 1,400 Broadway for about two years. The firm has been operating a cutting department at Hanover Avenue for about three years.

ATTENTION CUTTERS OF LOCAL TEN

The meetings for the following month will take place in the order as herein arranged.

1. Regular Membership Meeting, Monday, August 9, 1932.
2. Regular Membership Meeting, Monday, August 29, 1932.

All the above meetings are to be held in Arlafina Hall, 23 St. Marks Place, at 7:30 P.M. Cutters are urged to attend without fail.

Books will be stamped signing attendance and the $1.00 fine for non-attendance will be strictly enforced.

Mass Meeting Held

Tuesday, July 12

After a number of conferences were held during June and July with the various associations in the cloth industry, the Union found itself hopelessly deadlocked with them. The employers in the various departments of the industry apparently were not adverse to limitation of contractors, taking the position that they would accept any kind of limitation accepted by the jobbers, the Merchants' Ladies' Garment Association, however, has persistently refused to consider it.

In view of this the Union called a mass-meeting and took a referendum vote on the question of a general strike.

The mass-meeting held on Tuesday, July 12, was a tremendous success, the 185th Regiment Armory was crowded to capacity and many people had to be turned away. Except for a few Communion cards and inevitable little disturbance the meeting went through in perfect order. The referendum vote showed 11,201 for a strike and only 425 against a strike.

On Wednesday, July 13, following the mass-meeting, an invitation was forwarded by Mr. George W. Alger, the impartial chairman of the slack industry, to all the firms in the industry to appear at a conference to be held under his auspices on July 14. Mr. Alger called the attention of all present to the fact that the Union within the last few weeks a great number of complaints are now also being handled by the office, most of them pertaining to division of work.

Shop Chairmen Approve

Settlement Recommended

by Lieut. Gov. Lehman

At this writing the settlement, mediated by Lieut. Governor Lehman, has been reached between the Union and the employers has already been voted on by a referendum and proved by a majority of 9952 for and 489 against it. The General Strike Committee met on July 31, and, after a long and intelligent discussion, approved by an overwhelming majority. Following that a meeting of shop chairmen was held on Monday, July 3, at Webster Hall, and after the entire agreement had been explained by President Dubinsky and General Manager Nagler, many questions having been submitted and explained, the agreement was ratified unanimously.

The new parts of the entire agreement are published elsewhere in this issue.