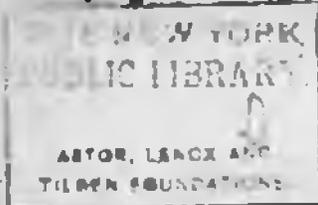


7TH CONV.

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Report and Proceedings



of

Seventh Annual Convention

of the



Int. Ladies' Garment Workers' Union

New York, N. Y.



June Eighteenth to June Twenty First

1906.



J. Litwak, Electric Power Union Printer, 185 Bowery.

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PRESIDENT'S REPORT

To the Officers and Delegates of the Seventh Annual Convention of the International Ladies' Garment workers' Union:

Delegates: As president of the International, in compliance with our constitution, I herewith submit to you my report as President for the past year for your earnest consideration.

After the convention adjourned, I was instructed to go to the city of Baltimore to adjust the trouble with the firm of the Persian Cloak Co. I remained there a week in order to settle the difficulties between said firm and the organization. During that time I found that the local was on the verge of disbanding.

I did all I could to encourage the local union and after calling several mass meetings and receiving a great deal of assistance from the Local Executive Board, I am pleased to report that my efforts in placing the locals on good footing were successful.

After visiting the firm with which the local organization was involved, I was given the assurance that as soon as work would pick up, they would settle satisfactorily with the organization. I have since learned that this has been done.

During the time I was in Baltimore I tried to reorganize the cutters; also the ladies, and called several mass meetings of the cutters. Two or three of the members were present. They told me the reason they could not reorganize was because the financial secretary of their organization misrepresented said local and they were entirely without the proper account of the finances of their local. The two or three members who were present at the meeting gave me the assurance that they would try and reorganize if it were in their power. I also visited the secretary of the ladies and was told that most of the members of that craft had left the city and she could not do anything. It was beyond my power to do anything further than to advise these locals for their future continuance.

My mission was not entirely successful in all respects, but this much can be said, that my stay there did much good. My visit was appreciated greatly by the members of the Cloak and Skirt Makers' Union of Baltimore.

At this particular period New York was involved in a series of troubles which compelled me to return and to take temporary charge of the situation, and I rendered all the assistance I possibly could to the locals in the City of New York.

On the 24th day of August I left New York and proceeded to Cleveland, O., where I was commissioned by the A. F. of L. to act as organizer on behalf of our International organization. I found the outlook very gloomy, as the members of the previous organization no longer were enthusiastic and had no organization to speak of. In conversation with several of the former active members, I was told that it would be very hard for me to attempt to reorganize our craft, the members being suspicious of every international officer coming to their centre.

Discontent and distrust had been deeply impressed upon their minds. Notwithstanding these discouraging reports, I made up my mind that a strong effort must be made upon different lines, realizing that I had been sent to Cleveland for a specific purpose, and fully aware of the obstacles that would be placed in my path by the former members of our union and the Manufacturers' Association.

The reason why the former members of the union were so much incensed against the national organization was that during their previous general strike there they had been grossly misrepresented by some of our International officers and their own officers. This they claim was one of the means of bringing their strike to such a disastrous end.

I requested those particular persons not to be too hasty in their judgment and reserve their criticism for a future day, when this matter could be thoroughly investigated impartially, and justice rendered to all parties concerned. I told them that while our members were at loggerheads with one another, the employer was reaping the benefit. I am pleased to report that they took my advice in this matter and rendered all the assistance possible in trying to reorganize the former locals in Cleveland.

I then started calling a series of mass meetings, the first, which was held on Saturday, August 19, 400 cloak makers were present.

Brother Thomas, of the United Trade and Labor Council of Cleveland, and Bro. Clifford assisted me in conducting this meeting.

Immediately after this meeting I succeeded in getting seventy-two men to join the union of the operators and tailors. I also called shop meetings of the different shops located there. The manufacturers at this time realizing that an attempt was being made by our International organization to reorganize the locals of Cleveland, endeavored to counteract the good work of our International by posting notices in their work rooms notifying the hands personally that they would receive an increase of 25 per cent. immediately, and at the end of the season a bonus of 10 per cent. would be given them in addition to their wages earned. This temporarily had a disastrous effect, but a great many hands employed understood that it was a move on the part of the manufacturers to prevent them from reorganizing.

The sending of an organizer to the field resulted in improving the conditions in the cloak and suit business. Prior to the advent of the organizer the employers treated their men like mere cattle; now they are forced to treat them like men.

I experienced another setback, as the Industrial Workers of the World were using this particular time in an effort to get the Cloak and Suit Workers of Cleveland to join them.

The following shop meetings were called:

Sanderowitz, Fishgrund & Heline.

Printz & Beiderman.

Prince, Wolf & Co.

John Annisfield Company.

Cohen Goodman.

H. Black & Co.

Landersman, Hirscheimer & Co.

N. T. Silver & Co.

Fried Cloak Company.

Sunshine Cloak and Suit Co.

The result of all these shop meetings was that I succeeded in reorganizing Local No. 13 (subsequently changed to No. 31) with a membership of 172. At their first regular meeting there were over 130 members present, and \$36 was taken in dues. I also reorganized the Hungarian Local 37 with a membership of twenty-five members. This local forwarded to the general officers \$13 for supplies, books, etc. A charter was issued to them which was never received. Upon investigation I found that this charter was in the hands of Mr. Shiebel, former business agent. Upon making a demand for the return of the charter he refused to return it. I appointed a committee and instructed them to demand same from him. Finally he turned the charter over to them. At the meeting \$40 was given over to the treasurer by the former members of the organization.

When visiting the Pressers' Local No. 14 I found the temporary officers had failed to attend three consecutive meetings of their locals. They also informed me that they had held no meeting for some time prior. I then called two mass meetings with a view of reorganizing the said locals.

Bro. Thomas was also present, and we succeeded in having the meeting. Election of officers took place. They were installed to serve until January, 1906. I was assured by the members present that they would use every effort in making said local the banner local of the city. They had in their treasury fully \$300.

After explaining to them the New York situation and the strike of the Skirt Makers against Mr. John Bonwit, I appealed to them to assist the said strikers. They agreed to donate \$3 towards the same.

The Bohemian Local, which consists mostly of single contractors, was an annoyance to the other locals in Cleveland on account of the action of said local whenever their locals were in trouble.

This I found was caused by the inside tailors of the several firms making work much cheaper than what the members of the Bohemian locals wanted. This condition of affairs I found very unsatisfactory.

In personal conversation with several officers of the Bohemian Local I was told that if I could create harmony between them and their sister locals this would be greatly appreciated by every one concerned, as they did not want to be antagonistic to their own interests.

I then succeeded in bringing the Executive committees of the various locals together with a view of harmonizing the locals.

The time allowed by the A. F. of L. for my stay in Cleveland had expired. I requested an extension of a month, but was only granted two weeks' time. I

was also in receipt of several letters from the General Secretary of the International organization to leave at once for Philadelphia and Buffalo. I was more than sorry to be obliged to leave them, as I believe I could have brought about an entire reconciliation of the locals there.

However, I am pleased to report that prior to the time of leaving Cleveland a banquet was tendered to your humble servant, the expense of which was defrayed by the local organizations of Cleveland. At the banquet all the local officers of the different unions were present. They all said that they would endeavor to use their best efforts to keep Cleveland thoroughly organized. I was assured by them that no stone would be left unturned to have the members reap the full benefits of my stay in Cleveland.

During my stay in Cleveland I addressed several meetings of the United Trades and Labor Council on behalf of our International organization. They promised to render all assistance possible in looking after the welfare of the locals and demanding the label of the International Ladies' Garment Workers at every opportunity.

From Cleveland I proceeded to Buffalo where I found the Custom Tailors' Local No. 22 had a membership of a few men. Having made prior arrangements for a meeting to be called upon my arrival, said meeting was only attended by eight members. After advising them as to the best course to pursue and visiting the center labor union officers, they assured me that they would render all the assistance to this local. I left Buffalo and returned to New York on Friday.

On Saturday morning I proceeded to Philadelphia, arriving there some time during the day. On Saturday evening I attended meetings of the Ladies' Waist Makers and the Cloak Makers and Pressers and found that the Ladies' Waist Makers were in need of a person to help them reorganize their branch of the trade. Their former charter having been revoked, I induced them to again form a new local which should be affiliated with our International, and they immediately forwarded money for a new charter. I am given to understand that their organization has progressed very much and is a credit to our International union.

While at the meeting of the Cloak Makers and Pressers I learned that there was no enthusiasm or activity, as they had very few men capable of directing the affairs of their local. This was an unfortunate situation, which could not be overcome then.

I called several mass meetings which created a good deal of enthusiasm, and after that their local meetings received better attendance. They then started purchasing due stamps from the general office, which they very seldom did before. The result of my visit to Philadelphia was the placing of this local upon a good footing. When I left it they had a membership exceeding 200. I devoted some time in instructing them as to how their organization should be conducted in the future.

I next visited the Skirt Makers' Local, No. 7, who I found were dissatisfied with the International Union and had made arrangements to join the Industrial Workers of the World, which I persuaded them not to do, the result being that they promised to remain loyal to our International Union.

Having been sent to Philadelphia to take up the question of trying to bring about the amalgamation of the two cutters' unions, who practically were

out of existence, I arranged several meetings for this purpose, but am sorry to say that my efforts in this direction were unavailing, as very few persons of both organizations attended this meeting.

After spending some time with the members of the Shirt Waist Cutters' Local they promised me that they would use their best efforts to reorganize their local upon a substantial basis.

I could not do anything with the Ladies' Tailors, as none of them showed up at the different meetings that I called. I spent several days in the particular neighborhood where they work. They all promised to attend the meetings. I found that they had \$23 in the hands of some of the local officers of this organization.

Upon my return to New York I assisted the locals in organizing some of the branches of the Ladies' Waist Makers in New York City and vicinity.

The following charters have been issued during the past year:

- No. 10. New York Cloak Cutters.
- No. 12. Porto Rico Dressmakers.
- No. 15. Ladies' Waist Makers, Philadelphia.
- No. 17. Reefer Makers, New York.
- No. 25. Ladies' Waist Makers, New York.
- No. 27. Skirt and Cloak Makers, Worcester, Mass.
- No. 29. Ladies' Tailors, San Francisco.
- No. 30. Ladies' Garment Workers, Milville, N. J.
- No. 31. Cloak Makers, Cleveland.

The following locals were suspended for non-compliance with the constitution in reference to dues, etc.:

- No. 3. Pressers, Philadelphia.
- No. 7. Skirt Makers, Philadelphia.

Following withdrew:

- No. 31. Cloak Makers, in Cleveland.
- No. 15. Gotham Cutters, New York.

Disbanded locals:

- No. 2. Cloak Makers, Philadelphia.
- No. 14. Pressers, Cleveland.
- No. 18. Ladies' Tailors, New York.
- No. 21. White Goods, Worcester, Mass.
- No. 22. Ladies' Tailors, Buffalo, N. Y.
- No. 26. Skirt and Cloak Makers, Boston, Mass.
- No. 27. Skirt and Cloak Makers, Worcester, Mass.
- No. 28. Cloak Tailors, Boston, Mass.
- No. 36. Ladies' Tailors, Boston, Mass.

When Local No. 14 of Cleveland disbanded the money in the treasury was divided among some of the members. Immediately upon notifying our general office of this the general office decided to take legal proceedings against these members who divided said money. Litigation is now pending for the recovery of these funds. According to the constitution of our International organization, if any organization disbands the funds must be turned over to the International office.

During my stay in Cleveland it occurred to me that it would be well that I should visit the cities of Chicago, Ill.; Toledo, O., and Montreal, Can. The general conditions in these places warranted the visit of an International officer to adjust the differences and grievances of the members of these organizations.

The situation in Chicago being so complicated on account of the general strike of the previous year, a movement was started to join the I. W. W. In corresponding with our General Secretary in reference to my intended visit to Chicago, he wrote saying that he believed that it would be useless on my part to visit Chicago at that particular time, as he had been informed by some of the former members to this effect, but upon investigation I learned that the I. W. W. was very active, which resulted in forming a local numbering from twenty to twenty-five members.

It was a fatal mistake on the part of our secretary to take notice of reports emanating from private individuals, and this action may result in our losing Chicago for some time to come, as the majority of the people working in our trade feel and claim they were shabbily treated during that strike.

I am of the opinion that had a representative of the International been on the scene earlier it would have been the means of clearing up the situation to the satisfaction of all concerned.

A review of the general situation will prove of special interest to the delegates and the members at large. Many changes are being introduced in our industry every year, and all these new methods are working hardships upon the members of our craft. It would probably be well to make a comparison of these and the former methods that were in vogue in times gone by. I am sorry to admit that the majority of our members have been lax in their duties towards themselves, their families and their fellow-workmen.

Glad of every opportunity to bring about discontent, feeling elated at all times when in a position to criticize their general officers, ready to take advantage of the smallest technical point, they refused to pay their dues and attempted to break up their local union. This has led the manufacturers to introduce the present obnoxious methods, which are proving a detriment and bringing hardships upon the members and their families. If our members would only think and note the different treatment they received in the past, when we had a healthy organization, and the manner of treatment at the present time.

Would it not be well for us to look and see what the manufacturers have been doing in the meantime? They have formed an association in every cloak-making center with headquarters in all large cities. They have spies at work watching our every move, as members to furnish them with reports. They are trying to bring disruption all along the line. These are facts, brothers, which can be proven. They have also intimated that they will have their spies at our present convention as delegates. Think what this means, brothers. It only goes to prove how the manufacturers get together to protect their own interests. Their actions should be a lesson for us. Surely if the manufacturers can maintain an association and have high-salaried spies in their employ, our members can counteract these manufacturers' associations by reuniting our shattered organizations by inspiring confidence in one another. If we do not do this soon it will only be a question of a short time when our condi-

tions will be much worse. We are to-day at the mercy of our employers. We are obliged to purchase our own machines, pay for parts and also pay for electric power. We will soon be compelled to furnish our own cloth.

We will be powerless to stop the oppression on the part of our employers unless we use our best efforts and every member working in the trade does his share to help abolish the miserable system under which we are compelled to slave to earn sufficient to keep our families from want. The only way that these evils can be remedied is by united action, by maintaining our organization irrespective of what may be done to disrupt it. By again bringing our organization up where it rightfully belongs we not alone make it impossible for our employers to further impose upon us, but we win the respect and appreciation from all other organized labor. Irrespective of the number of locals at present affiliated with our International, we have still been the means of preventing further hardships being imposed upon us.

Employers of labor have usually spent large sums of money in endeavoring to introduce the open shops in their business, but we have made it possible by our own carelessness, selfishness and our hatred of one another for the cloak manufacturers to have the open shop ready for use without any exertion on their part.

Enough has been said on this subject to convince every one of us that our only salvation lies in organization and in united effort.

CHANGES IN THE GENERAL EXECUTIVE BOARD.

In consequence of Local No. 13 withdrawing from the national organization Bro. J. Pierce was no longer qualified to act as vice-president. I, therefore, appointed Bro. Abraham Rosenberg, of Local No. 1, in his stead.

I regret to state that Bros. Louis Bolz and Otto Pick failed to attend the General Executive Board's meeting regularly.

Bro. A. Salcovitch, of Local No. 11, had some money belonging to that local and refused to give up same upon demand. Legal action having been taken for recovery of same, he also failed to attend meetings regularly after this action.

As the time for the convention was drawing near I did not think it necessary to appoint others in their stead. It is very essential that all members accepting a responsible position of this kind be instructed to attend to their duties faithfully. The incoming General Executive Board should give this their earliest consideration, as no association can progress unless its Executive Board discharge the duties imposed upon them.

UNFAIR LIST.

At present the following concerns have been declared unfair by our International:

Blauner Bros., New York.
Chicago Corset Company.

As the difficulty with the Parisian Cloak Company has been adjusted satisfactorily I would therefore recommend that this convention declare this concern fair.

LABELS.

It is with extreme regret that our organization has not been able to report any further progress regarding the label. We have only one firm using same, viz: Rosenbaum & Son, Kalamazoo, Mich.

This fault principally is due to the local organizations failing to advertise same in their different localities. They have always relied upon the national organization to do this work, at the same time ignoring the fact that label advertising needs money, time and work. I would, therefore, suggest that ways and means be devised by this convention for the purpose of label agitation.

SWEAT SHOPS.

While we can pride ourselves on the fact that sweat shops no longer exist in our trade, yet I feel that the sweat shop would be far more welcome than the obnoxious impositions forced upon us by our employers through our lack of organization. The best preventative against sweat shop products and methods is not public opinion only, but organization.

CHILD LABOR.

I am more than pleased to report at this time that there is a total absence of *child labor* in our branch of the trade. This much cannot be said, though, of the Ladies' Waist and White Goods branch. The exclusion of *child labor* from our branches has only been effected by the persistent efforts of our organization. We never depend upon the factory inspectors for their help in excluding *child labor* from our factories.

STRIKES AND LOCKOUTS.

During the past year the number of strikes and lockouts were of sufficient importance to demonstrate the necessity of the establishment of a defense fund, and I am positive in saying that if our International was in possession of such a fund it would have been the means of gaining a number of these strikes and lockouts in a number of cases where we were obliged to give up the fight on account of the lack of funds. If the locals would have carried out the recommendation of the last convention in reference to this particular defense fund a great deal of criticism would have been saved. The situation would have been changed entirely, and no fault can be attached to the general officers of our International for failure to win out those strikes and lockouts that were lost. The fault lies directly with the locals, who have failed to carry out the recommendations adopted. I trust this experience will prove of value to our locals and be the means of this convention urging the locals to contribute to the defense fund so as to be prepared for the coming season.

THE SAN FRANCISCO DISASTER.

The unfortunate position that our members in San Francisco were placed in when that holocaust spread over their once beautiful city was discussed by our Executive Board in view of the embarrassed condition of our treasury, which could only contribute for the present a sum of \$200 to our starving brothers of that city. We also issued an appeal to the locals asking them to contribute money for this purpose, bringing to their attention the fact that the San Francisco members were always loyal to the International, and that their members were always ready and willing to help their fellow-workers in every section both morally and financially.

As it will be some time before our members located there will be able to start to work I take this means of urging all the locals affiliated with our International to help them in every manner possible and as speedily as they can.

RECOMMENDATIONS.

While I do not care to repeat what I have already said, it is absolutely necessary for our International to start an agitation that members should not be compelled to purchase their own machines and supply parts. This custom is unheard of in any other trade and must be abolished immediately in ours.

Having come to the conclusion that the piece-work system in our trade is the source of all evils and discontent and having recommended the abolition of same some time back, it behooves me again at this present time to bring the matter to your attention. Our members no longer care to work on a piece-work basis, as it saps their very energy and compels them to work long hours and causes jealousy and hatred. It is the means of bringing on unfair competition among our members. The various styles and changes in ladies' garments make it necessary to make new prices. This brings on strife and incurs the animosity of our employers. It also pushes the fair employer to the wall, as it deprives him of an equal chance to compete with the oppressive employer of cheap labor.

The introduction of a week-work system in our business will be the means of doing away with a lot of evils and establishing a minimum that can always be maintained at all periods of the year. I, therefore, recommend that this convention discuss this question seriously and endeavor to immediately bring about a week-work system for all those working in our trade.

In view of the fact that our General Secretary is absent from his office on numerous occasions it would be well for this convention to make provisions for an assistant or a clerk to take charge of the office during his absence.

It is beyond a doubt that it is of the utmost necessity that this convention appoint or elect a paid organizer, whose duties shall be defined by a committee. The appointment or election of said organizer will also enable our organization to be in constant touch with the respective locals by having an organizer visit them occasionally and help adjust their local differences that arise continually.

Before concluding my report I desire to express my gratification at the outcome of the Cutters' strike in New York City. They have all united in one branch, and I am pleased to report that they are exercising good influence over their respective branches of the trade.

The thanks of our International are due to Mr. Robinson, an A. F. of L. organizer, for his assistance and good work in bringing this about. We have also formed a New York District Council of all the branches of our craft, who will in the near future give good account of themselves.

The A. F. of L. is also entitled to many thanks for their assistance in defraying the cost of my trip. They have also rendered all the assistance possible and have lent every aid in their power to help organize our craft.

In conclusion I desire to say that as president of the International I have as far as possible performed the duties of my office impartially and as required by the constitution of our International Union. The delegates must remember that being obliged to work for my living at the bench to provide the necessities of life for myself and family I could not devote all of my time to the duties as president.

I desire to express my thanks to all those who have assisted me and the International in endeavoring to improve the conditions of our workers and must end by saying, that the trade unions have come to stay and our trade cannot make any further progress without being better organized. I, therefore, request that the delegates give this report proper consideration.

Respectfully submitted,

HERMAN GROSSMAN,

President International Ladies' Garment Workers' Union.

REPORT OF THE GENERAL SECRETARY-TREASURER.

To the Officers and Delegates to the Seventh Annual Convention of the International Ladies' Garment Workers' Union:

ORGANIZING WORK OF THE YEAR.

At each convention we have the clamor for organizers renewed. Resolutions are submitted demanding the general office to undertake an extensive program of organization. Delegates wax eloquent over the tremendous gains our International Union would make if the general office was not as timid and conservative and if organizers were to be sent East and West to stir the indifferent Ladies' Garment workers into trade union activities, and we are solemnly assured that newly established, renewed and reorganized locals were sure to follow the trails of the organizers and the per capita which this new membership would bring would more than pay the expenses of such an undertaking.

Last year the convention again was carried away by this demand for organizers and a program including the reorganization of our locals in Cleveland and Philadelphia was resolved upon.

Acting in accordance with the decision of the last convention I appeared on June the 12th before the meeting of the Executive Council of the A. F. of L. at Scranton and stated our request for a special organizer for our locals in Cleveland. As a result our President, Brother Grossman, was sent to Cleveland where he has carried on an energetic campaign among the ladies' garment workers of that city, and succeeded in stirring our people to some activity. But the movement lasted as long as he was there, and with his departure the members drifted back into the usual state of apathy and indifference. The Cloakmakers reorganized under charter 31 soon began to dwindle in membership and finally the remaining few joined the I. W. W. The Hungarian Ladies' Garment Workers (local 37) were soon lost trace of and local 14 (pressers) which has shown more vitality than the rest of the locals, was dissolved in January last, the members having divided among them the funds of the local (\$225.00). This was done, and was subsequently proven at the instigation of the President of the Cleveland Manufacturers' Association, who entered into a conspiracy with the secretary of the local to destroy the last vestige of our International Union in Cleveland. The case is now in the hands of Mr. Louis A. Katz, a local attorney, who after several months of litigation finally succeeded in arresting most of those who participated in this division of the funds. So far about one-half of the amount has been collected. This money is in the hands of Dr. Hahan, of Cleveland, who is acting as trustee for the International Union.

The organizing work in Philadelphia which was undertaken last fall at a considerable cost did not meet with greater success.

In August last a mass meeting was organized for the cloak and skirt

makers of that city addressed by local and imported talent. Over 150 members were enrolled at that meeting. A local organizer was engaged for a fortnight to call a series of shop meetings. This work was soon supplemented by that of our President, who went there soon after his return from Cleveland. For a time it looked as if the locals would be brought back to their former strength. With the departure of our President the locals began to dwindle in membership and things returned to their usual state of apathy. The proximity of Philadelphia to the Headquarters of the International Union encouraged the general office to concentrate our energy on Philadelphia more than any other city and for the last two years scarcely a month passed without a visit by our International officers. Yet in spite of all our efforts local 2 (Cloakmakers) are out of existence; local 3 (Pressers) and 7 (Skirtmakers) have been suspended for the non-payment of their assessments.

There are quite a number of men among the cloak makers of Philadelphia who are as able and as experienced trade unionists as there are among us, but they are tired or have otherwise become indifferent. New-comers are either incapable or have not the necessary enthusiasm, and so long as this is the case all efforts on the part of the general office to organize the locals through the help of outsiders will be a waste of time and money.

While we have been concentrating our energy on the cloak and skirt makers in Philadelphia the ladies' waist makers of that city without the help of outsiders and relying solely upon their energy and enthusiasm succeeded in reorganizing one of the most numerous and effective locals within our jurisdiction. In a comparatively short time they succeeded in abolishing the charge for the use of sewing machines, electric power and other such utilities which usually amounted to 50 cents per week and more and have raised their earnings appreciably. The local remains a considerable factor in determining the condition of work in the trade.

The local however consists exclusively of Jewish girls and men and have not been successful in organizing the non-Jewish girls in the trade who constitute about one half of the ladies' waist makers of Philadelphia, and are a standing menace to the existence of local 15 and a dead weight on their progress. A determined effort will have to be made this coming season to start an organization among them if local 15 is to keep its position it has gained at the price of so much hard, self-sacrificing work.

Another difficulty which the General Office experienced with this local is the fact that so far the local has been paying per capita for about one-third of their membership in spite of the repeated remonstrance on the part of the General Office and while according to our constitution the charter should have been withdrawn, but since this has come to the notice of the General Office only recently, I considered it more advisable to leave to the convention to decide.

Encouraged by the success of Local 15, the Waist Cutters' Local 19 began to show some vitality. Both locals are now working in harmony and are co-operating in the work of organization.

THE SITUATION IN MASSACHUSETTS.

Local 26, Cloak and Skirt Makers' Union, which was reorganized in January, 1905, at a considerable expense, dissolved at the end of October through internal disagreement and unsuccessful strikes. An attempt has since been made to reorganize under the jurisdiction of the I. W. W., but did not succeed. From the information I received it appears that there is a movement on foot to reorganize the locals under our jurisdiction.

During the year several attempts have been made by the Women's Trade Union League of Massachusetts and the General Office to reorganize the Ladies' Waist Makers and Underwear Workers, with no results.

Local 27 Cloak and Skirt Makers' Union of Worcester, which was organized last Fall, had the misfortune to win a complete victory over one of their employers at the very outset, and encouraged by its results, they soon launched into another two strikes in spite of the repeated warning on the part of the General Office to be careful and not to declare any strikes without consulting the General Executive Board, and with the result that when I visited them last February the local was on the verge of dissolution and has not been heard of since.

During the months of January and February the General Office, through circularizing the former members of Local 21 (Chicago Cutters), with the aid of Brothers Ch. Morris and Max Goldfinger, succeeded for a time in stirring some of them into some sort of activity, but the movement did not last long, and we had to give this work up.

There is no likelihood that the Chicago cutters will form a union as long as the cloakmakers of that city remain unorganized.

The visit of our President Grossman in Baltimore soon after the convention seemed to have had a beneficial effect on Local 4 (Cloakmakers).

The strike against the Parisian Cloak Company, which lasted over six months, ended in a complete surrender of the employer. The position of the local as a whole has somewhat improved.

On the whole the organizing work of this year brought very small results and the financial loss was considerable.

There seems to be a general misunderstanding among our people as to the nature and character of the organizing work. We are apt to confuse this work with that of agitation. Yet the two kinds of activity have little in common. The work of the agitator is to stir the people who are indifferent to trade unionism and to create among them a desire for organization. The work of the organizer is to guide the people who are desirous of having a union and to direct their energies in the proper channels. This work can never be done by mass meetings and seldom be accomplished by the strolling agitator, who may be calling a mass meeting in one place and leave next day for another. This work, as a rule, ended in considerable financial losses to the General Office. The real organizing work can, to a large extent, be done through correspondence with the General Office if the locals would take the trouble to keep the headquarters informed of their doings, their needs and the nature of their difficulties. This is often more effective than the traveling agitator, who may visit the local and knowing nothing of the inner situation and complications,

must confine himself to vague generalities.

This constant communication with and an occasional visit by some of the general officers will do much more effective work and at a considerable smaller cost. Yet the greatest difficulty which we have always had to contend with is to induce the locals to keep us informed of their doings. It is only when a local is plunged into a hopeless strike or is on the verge of dissolution that they will send dispatches to the General Office asking for help.

Now if the delegates at the convention, instead of indulging in the usual complaints of the alleged indifference on the part of the General Office to their welfare would devise a plan by which the General Office should know what is taking place among them, a very decided improvement would become noticeable before long. Especially is this the case with the locals outside of New York who are as a rule small, and lack the necessary training and experience for carrying out successfully the work of a labor organization.

THE SITUATION IN NEW YORK.

Soon after the last convention a strong movement for unionism became noticeable among the childrens' cloak and reefer makers of this city. This trade being the least skilled branch of the cloak trade, is naturally invaded by fresh arrivals from the old country to a much greater extent than any other branch of the ladies' garment trade, and as a result the conditions of labor among the reefer makers were nearer to that of Eastern Europe than to the American standard. Wages were very low, the hours of labor very long, in many cases quite unlimited, and the conditions generally very wretched. No organizer took a hand in this work. It was a sudden outburst of revolt against intolerable conditions. The firm of Weinstein Brothers was the first where the work people revolted. Committees of strikers were sent to other houses in the trade. Within a few days a number of firms were on strike. They soon formed an organization and joined our International Union. Under the guidance of the J. E. Board the work people not only maintained the fruits of their victory, but kept gaining ground. It is true that the employers organized an association, but the grim determination of the men and the skillful diplomacy on the part of the officers of the J. E. Board prevented a general lock-out. The president of the employers' association began to understand that "discretion to be the better part of valor" and capitulated without a struggle. His example was followed by a number of employers, and as a result the local just now controls about three-fourths of the firms in the trade and there is all the probabilities before the season will be over that all the firms in the reefer trade will be controlled by the local. This local is now the most effective in the International Union. Wages were considerably raised, hours reduced, and conditions on the whole have been much improved. This sudden access of membership and growth of the power has brought with it the danger and weakness which a rapid growth of an organization naturally produces.

The membership consists almost entirely of new recruits, untrained and

undisciplined in the movement, who understand the power of the unionism, but cannot understand its limitation, and which is as equally important for the members of a labor organization to realize in order to carry on their struggle for better conditions successfully. They expect great results from the very beginning and do not understand the need of diplomacy and tact in dealing with employers. The result is that there are quite a considerable number of members in that organization who are dissatisfied with what seems to them too slow methods of the union. So far the J. E. Board, together with the more conservative members of the union, some of whom were once members of Local No. 1, have succeeded in keeping the members in check and avoiding unnecessary friction with the employers.

This splendid achievement is primarily the result of the work of a few men in the reefer trade who have displayed a boundless enthusiasm, an earnest devotion and a readiness for self-sacrifice which inspired the people around them and succeeded in rousing the enthusiasm and energy of a class of people who are otherwise timid and submissive to their employers. It demonstrates the fact that no amount of artificial stimulus or oratorical display at mass meetings will yield any permanent results and will keep up an organization for any length of time.

Against this phenomenal success of Local 17 must be offset the loss of membership in the rest of the tailors' locals in New York. The hasty and ill-advised strike at John Bonvit in August and September, on which several thousand dollars were spent and which has taxed the energies of the locals to the uttermost, resulted in a reaction among the rank and file of the members against all strikes and settlements, and the result is that last season no firms were unionized and the membership of the locals is limited to a small number of men who are willing to pay to the locals without expecting any form of protection or benefits.

The wisdom of continuing such a policy for the coming season is very questionable. There is no reason to believe that the cloak makers of New York will all of a sudden become enthusiastic trade unionists and be content to pay into an organization for the sake of principles only at a time when the union movement on the East Side is at a discount and the masses have become pessimistic and indifferent.

This prevailing sentiment is largely due to the constant and systematic attack on the trade union movement in general and the trade union leaders in particular by the so-called radical press on the East Side who succeeded in inculcating into the minds of the masses the idea that the A. F. of L. is hopelessly corrupt and the I. W. W. are a set of scabs and traitors. All that remains, then, for the masses to do is to submit to the employer, offer no organized resistance to their oppression, and work for the Society of the Future, when universal bliss and the human brotherhood will descend upon earth, and there will be no need for unions and strikes, which these journalists in their mighty wisdom assure us have become obsolete and of no use except to the unscrupulous trade union leader.

NEW YORK DISTRICT COUNCIL.

After years of ill will and mutual distrust between the tailors and ent-

ters' local, a working arrangement had at last been arrived at, thanks to the timely intervention of President Gompers and the skillful diplomacy and tact of Brother Herman Robinson, the New York organizer of the A. F. of L., who guided the first meetings of the delegates of the two crafts, with the result that the long hoped for D. C. has become a reality. Although the council has not yet had the opportunity of accomplishing any practical results, yet the fact remains that its meeting resulted in bringing about a better understanding between the hitherto hostile elements.

AMALGAMATION WITH THE U. G. W.

As one of the committee appointed by the last convention to approach the U. G. W. with a view of amalgamation, I appeared before the G. E. B. of that body and was advised that our committee should take part in a conference of representatives of their organization and the J. T. U., where plans for the amalgamation of the two bodies will be discussed.

On the 4th of August none of the members of our committee were in a position to leave this city, and had to postpone the meeting for another conference, which met in New York on September 22. At that conference we were told that it would be advisable for us to wait for the result of their amalgamation before making any definite recommendation to our International Union.

The whole plan for the amalgamation of the two bodies has since been rejected by a referendum vote of the general membership and the original proposition of joining the garment workers should therefore be discussed, and if possible decided upon by this convention.

There is no doubt that by joining the U. G. W. we will have a much better opportunity of reaching the ladies' garment workers and the locals outside of New York through organizers and a trade journal, the need of which has been felt all along. On the other hand we must not forget or overlook the important fact that each trade or group of trades have their distinct and special interest which may not be as well understood and served by a central organization which represents a great diversity of trades and interests. Even in our own organization we have often felt that the ladies' garment industry represents a too great diversity of trades, and this has been the cause of a good deal of the lack of solidity in our organization. Our joining the U. G. W. may accentuate this evil and may become more a source of weakness than of strength.

To the meddling outsider, the academician and the scuffs and cranks who never performed a day's work, and who are of late making frantic attempts to gain control of the labor movement, such a question will certainly appear quite different than to us who conceived our ideas and notions of the movement in the shop or factory and feel a particular interest in the trade we are engaged in.

The theorist who has no particular interest in any craft to whom our movement is a question of abstract principle only, is as of little use to us and his influence as pernicious as the members of the local who are not interested in the labor movement and cares for his particular local only.

The former will take us away from the concrete reality with which a union must constantly deal and will land us into the clear skies, while the influence of the latter will lead to stagnation and decay.

It is only by a compromise of the two seemingly opposing forces can progress be realized.

Our chief weakness always has been a lack of enthusiasm and devotion on the part of our members and locals to the cause of the National Body, without which success of any organization, be it local or national, is impossible. "There is no royal road to geometry," said Euclid. You may pass the most practical resolutions; the delegates may devise the most ingenious schemes for the building up of our national union; as long as the members and locals do not display a greater enthusiasm, as long as the interest of the national body is not as near to them as the interest of their local, so long will our deliberation end in talk only.

The mere paying of the per capita and assessments will never help us to solidify our organization. We need the loyalty of the locals and the desire to co-operate in its works of our ablest and most experienced members.

Will the merging with a larger and a stronger body bring the organization of our trades into closer relations and foster among us the desire to work each for all and all for each, or will it have the effect of loosening the already slender ties which bind us together?

The question is a momentous one and cannot be decided off-handed. I hope that this question will be discussed as calmly and deliberately as its importance requires.

THE SAN FRANCISCO DISASTER.

Just at the time when our International Union was gaining ground on the Pacific Coast, Local 8 being ready to make a demand upon the employers for an eight-hour working day, our women workers beginning to organize, and the hitherto independent organization of ladies' tailors joining our International Union, came the news of the calamity which destroyed the greater part of the city. I am very sorry to have to state that our locals did not respond to the call for aid issued by the General Office as they should have done. Our people in San Francisco are still in dire distress. I hope that the delegates returning to the locals will see that the subscription lists issued to them will be properly filled.

Respectfully submitted,

JOHN A. DYCHE, G. S. T.

PAYMENTS BY LOCALS FROM MAY 1st, 1905 to May 1st, 1906.

Local 1.	Cloak Operators, N. Y.		
	Due stamps.....	\$10.00	
	Assessments	10.00	
		<hr/>	\$20.00
Local 2.	CLOAK MAKERS' PROTECTIVE UNION OF PHILADELPHIA, PA.		
	Due Stamps.....	25.00	
	Supplies	5.30	
		<hr/>	30.30
Local 3.	United Cloak Pressers of Pennsylvania.		
	Due stamps.....		15.00
Local 4.	Cloak Makers' Union of Baltimore, Md.		
	Due stamps.....	70.00	
	Supplies45	
	Assessments	8.96	
		<hr/>	79.41
Local 6.	United Cloak and Suit Cutters' Association of N. Y.		
	Per Capita Tax.....	220.00	
	Assessments	30.00	
		<hr/>	250.00
Local 7.	Skirt Makers' Union of Philadelphia, Pa.		
	Due stamps.....		20.00
Local 8.	Cloak Makers' Union of San Francisco, Cal.		
	Due stamps.....	80.00	
	Gen. Defense Fund Assessments.....	12.00	
		<hr/>	92.00
Local 9.	Cloak and Suit Tailors' Union, N. Y.		
	Due stamps.....	195.00	
	Supplies	1.25	
	Assessments	12.00	
		<hr/>	208.25
Local 10.	Toronto Cloak Makers' Union.		
	Due Stamps.....		10.00
Local 10.	Amalgamated Ladies' Garment Cutters of Great- er New York.		
	Charter Fee.....	10.00	
	Due stamps.....	110.00	
	Assessments	20.00	
		<hr/>	140.00

Local 11. Cloak and Skirtmakers' Union of Brownsville, N. Y.		
Due stamps.....	60.00	
Supplies	10.65	
Assessments	15.36	
	<hr/>	86.01
Local 12. Union de Modistas Bordaderos, Rio Grande, Porto Rico.		
Charter fee.....		10.00
Local 13. Cloak Makers' Union of Cleveland, O.		
→ Due stamps.....	20.00	
Supplies	2.70	
	<hr/>	22.70
Local 14. Cloak Pressers' Protective Ass'n of Cleveland, O.		
Due stamps.....		10.00
Local 15. Gotham Knife Cutters' Ass'n of N. Y.		
Due stamps.....	30.00	
Assessments	4.00	
	<hr/>	34.00
Local 15. Ladies' Waist Makers and Pressers' Union of Philadelphia, Pa.		
Charter fee	10.00	
Due stamps	85.00	
Supplies	13.45	
Assessments	28.00	
	<hr/>	136.45
Local 16. Cloak Cutters' Union of St. Louis, Mo.		
Due stamps.....	35.00	
Supplies	5.40	
Assessments	3.54	
	<hr/>	43.94
Local 17. Childrens' Cloak and Reefer Makers' Union of N. Y.		
Charter fee	10.00	
Due stamps	192.00	
Supplies	7.25	
Assessments	4.00	
	<hr/>	213.25
Local 19. Quaker City Association of Cutters.		
Due stamps.....	12.00	
Supplies	90	
	<hr/>	12.90

Local 22. Ladies' Tailors' Union of Buffalo, N. Y.		
Due stamps.....	5.00	
Supplies	86	
Assessments	40	
Funds of the local.....	30.40	
	<hr/>	36.66
Local 23. Skirt Makers' Union of N. Y.		
Due stamps.....	55.00	
Supplies	8.05	
Assessments	2.00	
	<hr/>	65.05
Local 25. Ladies' Waists Makers' Union of N. Y.		
Charter fee	10.00	
Due stamps	37.25	
Supplies	25	
	<hr/>	47.50
Local 26. Skirt and Cloak Makers' Union of Boston, Mass.		
Due stamps.....	45.00	
Supplies	25	
	<hr/>	45.25
Local 27. Skirt and Cloak Makers' Union of Worcester, Mass.		
Charter fee	10.00	
Due stamps	5.00	
	<hr/>	15.00
Local 28. Cloak Makers' Union of Boston, Mass.		
Charter fee	10.00	
Due stamps	2.50	
Supplies	1.55	
	<hr/>	14.05
Local 29. Ladies' Tailors' Union of San Francisco, Cal.		
Charter fee	10.00	
Local 30. Ladies' Garment Workers' Union of Millville, N. J.		
Charter fee	10.00	
Due stamps	10.00	
Supplies	4.44	
Assessments	2.04	
	<hr/>	26.48

Local 31. Cloak Makers' Union of Cleveland, O.		
Charter fee	10.00	
Due stamps	20.00	
Supplies	2.70	
	<hr/>	32.70
Local 32. Underwear Workers of Peekskill, N. Y.		
Due stamps	35.00	
Supplies	2.10	
Assessments	3.60	
	<hr/>	40.70
Local 33. Ladies' Garment Workers' Union of Pitts-		
ton, Pa.		
Due stamps		4.00
Local 35. Cloak Pressers' Union of New York.		
Due stamps	90.00	
Supplies	2.95	
Assessments	6.00	
	<hr/>	98.95
Local 37. Hungarian Ladies Garment Workers Union		
of Cleveland, O.		
Due Stamps	11.00	
Supplies	5.00	
	<hr/>	15.00
Local 40. Skirt Makers' Union of Kalamazoo, Mich.		
Due stamps	30.00	
Supplies	3.45	
Assessments	4.54	
Returned strike expenses	4.00	
	<hr/>	41.99
Local 42. Shirt Waists and Underwear Workers of Wilkes		
Barre, Pa.		
Due stamps	2.30	
Assessments	2.30	
Funds of the local.....	22.50	
	<hr/>	27.10

R E C E I P T S .

1905.	Per Capita Tax	Charter Fee	Supplies	Labels	Assess- and Donations	Miscellan	Totals
May	110 00	—	2 30	25 00	4 00	—	141 30
June	67 00	10 00	—	—	—	4 00	181 00
July	160 00	—	14 30	12 50	—	—	186 80
August	237 50	20 00	11 40	—	—	—	268 90
September	398 00	20 00	12 85	12 50	—	—	443 35
October	87 50	10 00	1 91	—	70	—	100 11
November	148 20	10 00	—	—	17 80	—	176 00
December	74 00	—	3 00	6 25	32 30	—	115 55
1906							
January	115 00	—	6 10	—	6 00	5 45	132 55
February	100 00	10 00	17 09	—	49 64	22 50	199 23
March	120 00	10 00	6 80	—	4 04	22 85	163 69
April	132 00	—	4 30	—	54 96	30 40	221 66
Total	1749 20	90 00	80 05	56 25	169 44	85 20	2230 14

Balance on hand May 1st, 1905	\$259 45
Total receipts for the year 1905-1906	<u>2230 14</u>
	2489 59
Expenditures for the year 1905-1906	\$2327 71
Balance in the hands of the Gen. Sec.-Treas. May 1st, 1906	161 88
General Fund	\$66 68
General Defense Fund	95 20
	<u>\$ 161 88</u>

EXPENDITURES.

1909	Postage, Tele. and Express	Stationery and Office Sup.	Printing	Rent Cleaning Light	Organiz- ing	A. F. of L. Tax	Donations and Assess.	Salaries	Miscel.	Totals
May	5 06	9 10	3 00	9 25	31 00	52 10	—	87 35	3 35	203 20
June	5 53	10 70	—	27 75	52 58	—	25 00	83 33	50 89	255 78
July	7 86	8 26	—	10 50	14 10	—	—	83 33	5 65	130 20
August	8 81	—	85 25	10 00	72 25	—	—	83 33	9 80	269 44
September	10 47	95 108 00	—	10 25	42 30	38 88	—	83 33	7 15	301 33
October	5 40	12 10	50 50	10 75	24 50	—	—	83 33	3 75	190 33
November	5 70	—	—	10 25	5 00	—	1 00	83 33	1 45	106 73
December 1906	5 25	2 05	8 50	10 50	6 00	31 68	—	84 83	2 75	151 56
January 1909	1 55	—	—	11 00	15 00	—	—	83 33	5 65	116 53
February	6 30	5 75	—	10 00	35 50	14 45	50 00	83 33	6 95	212 28
March	6 00	1 25	1 75	10 00	20 70	—	—	83 33	5 80	128 83
April	11 78	—	3 00	10 50	10 00	—	113 44	83 33	29 45	261 50
Total	79 78	59 16	266 00	140 75	332 43	137 11	189 44	1005 48	132 64	2327 71

PROCEEDINGS OF THE SEVENTH ANNUAL CONVENTION OF THE
INTERNATIONAL LADIES' GARMENT WORKERS' UNION,

12 St. Mark's Place, New York City.

FIRST DAY. MORNING SESSION.

Monday, June 18, 1906.

Convention called to order by President Grossman at 10 a. m.

Herman Robinson, organizer of the American Federation of Labor, was the first speaker introduced.

On behalf of the American Federation of Labor and the Central Federated Union of the City of New York he greets the delegates and expresses his hope that their deliberations will have a beneficial effect on the working people engaged in the trades they represent. He is fully aware of the tremendous field they have to cover and the difficulties they had to overcome. It is not only the opposition of their employers, but the ill will and opposition from men in their own midst that they had to meet. They had within their own ranks men who delight in pulling down their own organization.

They must bend all their energies to make a decided move in the immediate future, wake up the workpeople and not be discouraged by any temporary setbacks from which all organizations often suffer.

The President thanked Bro. Robinson on behalf of the delegates.

Charles Oberwager, vice president of the C. F. U., expresses his pleasure in having the honor for the second time to greet the delegates. There are about 70,000 workpeople engaged in the manufacture of ladies' garments in this city alone, and something must be done to get them all into line. He is aware that the treasury of the International is small and the possibilities for doing effective work must necessarily be limited. Hopes that the deliberations will be confined to definite question and that no personalities which are bound to crop up at every convention will be indulged in at this session.

Samuel Landers, member of the General Executive Board of the United Garment Workers of America, welcomed the delegates on behalf of his organization. He addressed many conventions, but it is the first time he had the honor of addressing a convention of Garment Workers, and although he belongs to another organization, still he felt the same interest as if he was addressing the people of his own organization, for they are all engaged in the making of garments and the condition of labor in the men's and ladies garments were very much alike, and a change in one industry cannot take place without having an effect on the other.

If the working people were all as well organized as their employers are, they would have been a tremendous power in the land. The employers understand, and are much more true to their interest than the work people are. "I bring you the hearty greetings of the United Garment Workers of America. Our victories are your victories, and we feel that your interest is our interest."

President thanked Bro. Landers on behalf of the delegates.

The President announced the following names for the Credential Committee: S. Rifkin, Local 1; Joe Polansky, Local 11; M. Genseloff, Local 15; Julius Berger, Local 10, and Mrs. Betterton, Local 30.

Delegate Rifkin, for the Credential Committee, recommends the seating of the following delegates, their credentials having been presented:

Local 1, New York, S. Rifkin, A. Rosenberg;

Local 11, Brownsville, N. Y., H. Cohen, Joe Polansky;

Local 15, Philadelphia, Pa., Miss Rosa Field, Max Genseloff;

Local 17, New York, Abe Cohen, Hyman Friedlander;

Local 19, Philadelphia, Pa., Julius Berger, Albert Kolb;

Local 23, New York, H. Regen;

Local 25, New York, Max Salpeter;

Local 30, Millville, N. J., Mrs. Ella Betterton;

Local 35, New York, Martin Klein.

Delegate Rifkin further announced that the delegates M. Meltzer and Fulgrabe from Local 9, and Delegates John Pierce and John C. Ryan, from Local 10, and Delegate John A. Dyche, from Local 23, are not in a position to present their credentials, owing to an oversight on the part of their secretaries. Upon motion, agreed these delegates to be seated temporarily until they will present their credentials.

The General Secretary-Treasurer having been asked if all the locals of delegates represented at the convention are in good standing, announces the following locals to be in arrears with their per capita: 9, 17, 10 and 25.

The President refused to accept a motion that the delegates be seated and the locals be given time to settle their indebtedness to the International as being unconstitutional. Upon motion of Delegate Rosenberg agreed to suspend this clause of the constitution for ten minutes. Delegate Rosenberg announces that he just paid the assessments for Local 17. Upon motion agreed that the delegates of the locals in arrears be seated and to give Locals 9 and 10 two months' time to pay up their indebtedness and to extend the time for payment to Local 25 indefinitely.

Delegate Rifkin, for the Credential Committee, recommends the seating of the following delegates, their credentials having been presented and approved: Local 10, John F. Pierce, John C. Ryan; Local 9, M. Meltzer, M. Fulgrabe.

Upon motion agreed that the convention shall be in session from 9 a. m. until 12.30 noon, and from 2 to 5 p. m.

The following committees were appointed by the President:

Press Committee—John C. Ryan, S. Rifkin, M. Meltzer.

Report of Officers Committee—John C. Ryan, A. Rosenberg, John F. Pierce, Albert Kolb, H. Regen.

Finance Committee—M. Salpeter, A. Kolb, H. Cohen.

Resolution Committee—John F. Pierce, Albert Kolb, J. Berger, M. Meltzer, Abe Rosenberg.

Law Committee—Mrs. Betterton, S. Rifkin, Miss Field, John C. Ryan, A. Cohen.

Appeals and Grievances—H. Regen, Mrs. Betterton, S. Rifkin, M. Fulgrabe, M. Klein.

Organization Committee—M. Salpeter, Miss Field, A. Kolb, S. Rifkin.

Label Committee—A. Rosenberg, J. Polansky, H. Friedlander, John C. Ryan, M. Klein.

AFTERNOON SESSION.

Roll call. Absentees—John C. Ryan, Max Salpeter, M. Klein.

Credential of Delegate Dyché from Local 23 presented and approved.

Upon motion agreed the convention to be in executive session and the admittance of non-delegates to be left to the discretion of the President.

Delegate Rifkin appointed sergeant-at-arms.

The President read his report, which was referred to the Committee on Officers Report. Upon motion agreed to have the report of the General Officers translated in Yiddish when the committee present their report.

The General Secretary-Treasurer read his report and referred to the Report of Officers Committee.

Upon motion the privilege of the floor was granted to Bro. Shoenberg, of Local 14, of Cleveland. Bro. Shoenberg spoke in part as follows:

He had been elected vice president of Local 14 in September last, together with Mr. Millman as president. This Mr. Millman soon began to neglect the duties of his office and afterwards Bro. Shoenberg found that several members of his local, together with this Mr. Millman, were holding private meetings. He made several attempts to gain admission to these meetings, but failed. At last he found out that the funds of the local were divided among fifteen of them. He immediately took legal proceedings against them and finally succeeded in arresting some of them. This action brought upon him the hatred of the Cleveland manufacturers, who were at the bottom of this conspiracy to break up Local 14, with the result that after four months of futile attempts to find work in the city of Cleveland, he was compelled to seek employment elsewhere. He is now in a destitute condition and wishes the New York Union should help him to find employment.

Delegate Rosenberg states that he is in a position to find employment for the brother if he will call at the office of the union. Upon motion agreed to donate Bro. Shoenberg \$5.

Upon motion agreed to dispense with the reading of the minutes of the last convention. The minutes of the General Executive Board meetings for the past year were read and approved.

REPORTS FROM LOCALS.

Local Union No. 1.—Delegate Saul Rifkin.

His local had at one time a membership of two thousand, but the membership was not stable and they would join the union at the beginning of the season and leave it at end of the season, and the union therefore decided to make no settlement with the employers and call no strikes. As a result their mem-

bership dwindled to 160 who are willing to pay to the organization for the sake of their adherence to the principles of unionism, and not because they are working in union shops, or expect benefits or protection from the organization. Members pay 65 cents a month dues to the union. They expect that at the Fall season the union will resume active work and increase the membership.

Delegate Rosenberg, for the same local:

Hopes that he will be in a position to give a better report at the next convention. The local adopted a sick and death benefit system, which works nicely and proved to be a source of strength to the organization.

Local 9. Delegate M. Meltzer:

His local was one of the strongest in the International Union, but lately has gone down considerably. It is due solely to the ill will and opposition of their own members, a number of whom were sympathizers with the I. W. W., who instead of trying to organize the cloak tailors of this city, have been doing their utmost to break up their own union.

Delegate Fulgrave states that he has nothing to add to the report of Bro. Meltzer.

Local 10. Delegate Ryan:

This local is in a good position financially, numerically and morally. Have amalgamated with the Waist Cutters' Union, formerly Local 15 of this International Union. Trade is dull just at present, but as soon as the season will set in his local will resume its usual activity.

Delegate John F. Pierce has nothing to add to the report of Bro. Ryan.

Local 11. Delegate J. Polansky:

His local has nominally on the books 375 members, but only 75 are in good standing. Bro. J. Dyche attends their regular meetings once a week, but the whole of the week they have no one who should look after the interest of their organization. They want financial help from the International to have an organizer or walking delegate. There are over 5,000 ladies' garment workers in Brownsville who could be organized if there was somebody to do this work. They also want to have books and constitutions printed in Yiddish.

Delegate H. Cohen has nothing to add to this report.

Local 15. Miss Field:

Her local is very active, members take a keen interest in the business of the organization. They have shop meetings and executive meetings very often, which sometimes will last into the early hours of the morning. They are not in need of inside, but of outside help, and so far the International did nothing in that direction. The International cannot help them in the time of a strike, and they find that in slack season they are afraid to take up a fight with their employers and must keep quiet. Does not see the use of being affiliated with International. If they are always working and have no help from the International they will not be able to exist.

Max Genseloff, of same local:

Their members without the aid from outsiders have and within six months had 300 members and since the union won the strike for the abolition of charges of steam and electricity it has become a power. They must see that the American girls in their trade are organized. The employers prefer non-Jewish girls, and

if this state of things will go on as it is their members will be unable to find employment in Philadelphia. They need more the moral than the financial assistance of the International to enable them to reach this class of the workers in his trade.

SECOND DAY. MORNING SESSION.

Tuesday, June 19.

Roll call. Absentees—Rosenberg, Pierce, Miss Field, M. Genseloff, Mrs. Betterton.

Minutes of previous session adopted as read.

Report from locals continued.

Local 17. Ab. Cohen:

His local was organized about last year at this time. No outsider took a hand in this work, no mass meeting was called. Until August last their organization consisted of about 800 members. Then the membership began to dwindle, but they had a few determined men who put their shoulders to the wheel, and by hard work succeeded in bringing up their organization to their present standard. His local counts now 1,045 members in good standing. He is sure that much more could be accomplished if they had someone to help them. They have 150 to 160 cutters in their union, and thinks that these men should have either a separate local or should join Local 10. They are trying to organize cloak and skirt houses. They have among them men who are trying to ruin the organization, for they are adherents of an opposition union, and the International should do something to remove such men, if their local is not to come down to the level of Local 9. Would have also liked to see that the books and reports of the International should be printed in Yiddish so that the members of his local who do not read English should understand the aims and objects of the International Union. Delegate Friedlander has nothing to add to the report of Bro. Cohen.

Local 19. Delegate Kolb:

His trade is not as well organized as it has been. One of the reasons was that their president turned traitor and remained at work in his shop when the rest of the members were called out on strike. This man was accordingly expelled from the organization and a number of his sympathizers left the organization with him. Another reason for the decline in membership was that the local at one time decided to raise the rate of pay to \$18 per week, and quite a number of them left because they could not get that rate. Three years ago he became president of his organization and worked hard to keep it up. They have reduced their initiation fee to 50 cents and their dues to 25 cents a month. They have now forty members in good standing. They need the assistance of an organizer who should spend with them a few weeks. He is surprised that the income of the International is so small and that the general office is being run at such a small expense and must confess with such a small income they cannot expect very much from the general office. They were formerly members of the Shirt Waists and Laundry Workers' Union, but were transferred from the organization to this International Union because they were working on ladies' garments. They have an understanding with Local 15, and are working

for mutual assistance.

Local 23. Delegate Dyche:

His local made no progress during this year. They never had a stable organization, but some two years ago they succeeded in unionizing two well known firms where the earnings were high and this gave the local a solidity which it never enjoyed before, but these firms are now lost to the organization, and he is sorry to have to state that it was entirely the fault of the members working in these firms who, because the firms entered into an agreement with the union, began to make extravagant and unreasonable demands. Our people will either be unorganized and work for any price under any conditions and be the slaves of their employers, but when they organize they are apt to be as unreasonable the other way and begin to make such demands that the employers are often compelled to either go out of business or break with the union. Last Fall they entered into a conflict with the firm of John Bonwirt against the advice of the more experienced and level-headed members of the Executive Board. The people of that firm went out on strike first and then came to join the union and asked for assistance. It is true that they insisted that all that they wanted was moral assistance and asked for no strike pay or court expenses, but before the strike, which lasted over seven weeks, was over, more than \$4,000 were spent on this struggle. Not a single one of the 300 and odd strikers remained with the union, although they all went back as union men and nothing prevents them now from being members of the organization. They have a very small number of men in his local, but those are willing to stick and work for the organization until the skirt makers of this city will see the folly of being unorganized. Delegate Regen had nothing to add to the report of Delegate Dyche.

Local 25. Max Salpeter:

His local was reorganized last summer and for a short time succeeded. It looked as if things were going their way, and they will have a strong union, but their hopes did not realize, and things are going backwards. They organized a sub-local in Brownsville, where they won a strike against a large firm employing about 300 hands, for a reduction of the hours of labor from 11 to 10 a day. Still, there is no one to look after them and he is sure that if the International would undertake to put a man in the field he is sure that the trade could be organized this season. Their membership consists of from 250 to 280; still their weekly takings are not more than \$4 to \$5. If they had some one to look after the interest of the organization these that are in the union already would pay more regularly and new members would join and the local could be put on a sound footing.

Local 30. Mrs. Ella Betterton:

They organized in November last, and have about forty members. They work for a firm that has factories in several towns in New Jersey. They charge 60 cents initiation fee and 25 cents dues a month. Some of the members are already discouraged for they have as yet done nothing for their members. She would like to know what are the qualifications for an experienced cutter as distinct from the marker. They intend shortly to demand from their employers a higher scale of wages, and would like to know if the International would support them.

Local 35. Delegate M. Klein:

His local at one time counted 1,300 members and a large treasury. The pressers were well organized, but with the advent of the contract system in his trade the union began to lose ground. The contractor gives the employers security that he will press the whole of the work of the firm for a stipulated price. This security is often as high as \$300. The contractor engages the "greenhorns" who work for him by the week for a very small wage. The contractor makes as much as \$60 and \$70 a week. His local consisted of contractors and helpers, but there could be no harmony at the meetings. The local at last expelled all the members who were contractors and it was thought that as soon as the contractors will leave the organization the helpers will join it, but it turned out to be just the reverse. Last winter they decided to give up the organization entirely, but the General Secretary issued a circular letter to the former members and succeeded in reorganizing the local. The membership consists for the most part of "greenhorns" and are working on reefers. They do not understand how to conduct the meetings of the union. They have no treasury, but feel that they are not in need of one. They want some one who will teach and instruct the members how to carry on an organization. They have 180 good-standing members.

Delegate Meltzer, from Local 9, with the permission of the chairman, wishes to add to his report: Have \$800 in the treasury, which belongs to the sick fund and cannot be touched for any other purpose without changing the constitution. The local donated \$100 to John Bonwit's strike; \$50 to the Moyer and Haywood fund; also pledged themselves to go on a general strike if necessary to help the officers of the Western Federation of Miners.

The privilege of the floor having been granted to Bro. Policoff, Secretary local 9, states that he wishes to express his dissatisfaction with the report from the delegates of his local. Their report was altogether too pessimistic. His local was one of the most active in the International. Have helped to organize locals 11 and 17, and some of them are the most active and the oldest in the movement. Some were supporters of the I. W. W. They were very earnest in their advocacy of Industrialism, but the constant quarrels and discussions about this subject disgusted the bulk of the members who were not interested in the abstract and theoretic discussion both of the partisans and opponents of Industrialism. He is convinced the local is still in a healthy condition and will soon regain its former position and will reorganize the trade. He called attention to the firm of Eugene Zeiss which was for a number of years controlled by the union. When Mr. Zeiss was in Europe, the union men were all discharged. He would like to know if the convention would care to take notice of this case, if it is advisable to put the firm on the unfair list.

Delegate S. Rifkin, of Local 1, called the attention of the convention to the dispute the members of his local had with the firm of Rosenberg Bros. & Lockwood. When the employers became aware that the working people decided to celebrate the first of May by stopping work on that day, they refused to give them their pay, and when the men came to the office and insisted on getting their pay the police were called in, the men were clubbed and driven out of the place. Would like to see the firm placed on the un-

fair list of the American Federation of Labor:

The following telegram was received and ordered to be filed:

"John A. Dyche, 12 St. Marks Pl., N. Y. C.,

"In the name of our great trade union movement, the movement for the uplifting of American toilers, I send fraternal greetings to you and your assembled delegates. May your organization grow in numbers and power and become the great potent force for the good of your industry and its men.

"SAMUEL GOMPERS."

AFTERNOON SESSION.

Roll call: All present.

The following report from I. Jacoby, secretary local 8, read and ordered to be filed:

San Francisco, Cal., June 11, 1906.

Annual report of Cloak Makers' Union No. 8.

I. L. G. W. U.

Mr. J. A. Dyche, Gen. Sec. I. L. G. W. U.,
25-27 Third Ave., New York City.

Dear Sir and Brother:

During the past year we confined our efforts mainly toward the maintenance of the union shop, as far as our male employees are concerned, the nine-hour work day and the week work system.

It was occasionally necessary to take some drastic measures in order to carry out our purposes. We are happy to state, however, that in all instances we found our members ready to obey the orders of the union, thereby securing successful termination of difficulties with employers.

We had four strikes during the past year: First. In Dixon & Breit's shop, where a brother of one of the employers refused to join the Union. The strike lasted five minutes and was settled to the satisfaction of the Union, the man in question joining the Union.

Second. In Reis & Green's shop a strike was ordered on account of one of our members refusing to pay his dues. The strike lasted but a few minutes, when the recalcitrant member changed his mind and paid up.

Third. The firm of Myer Bros. at the beginning of the present year re-opened its factory with a determination to institute the piece work system. We ordered our men out of the factory, and after two weeks of negotiations, the strike was settled, the firm agreeing to comply with the demands of the Union. Only a few men were involved, expenses of strike amounted to about \$20.00.

Fourth. For some time the firm of L. Horvitz had been giving out work to a sub-contractor, much to the dissatisfaction of our members, it being our desire to prevent the uprising of sweatshops, which no doubt would come into existence if the sub-contractor system of work should come in vogue. After having exhausted all reasonable efforts to induce the firm to discontinue having its work done in a sweatshop we finally called our men out. Six men were involved; some of them securing work in other shops, others were generously supported by the Union.

We had expended about \$125.00 and were on the point of gaining satisfac-

tion, when the nature upset our plans completely, and for a time at least put a stop to all warfare between employers and employees.

The fire of April 18th, 19th and 20th destroyed all our records, books and regalia and caused a complete suspension of work in our trade. Nearly everyone of our members was made homeless and our suffering cannot be described. Quite a number of our members have left the city for the east, or points in the interior of the state. We are sorry to state that the financial assistance received from our sister locals in this emergency was insufficient to alleviate our sufferings to any material extent. We are, however, grateful for what we have received, trusting that those who have so far not contributed anything to assist us will do so in the immediate future. We are still in need of assistance as the outlook for the near future is not very encouraging so far.

The only factory which has so far re-opened is our arch enemy, M. Sminoff. He is employing those of his old non-union men who have remained here. If it will be possible we will organize these men. The other manufacturers are making preparations to resume business, and in about two months from now the most of those cloak makers who will still be here will probably be working.

We would request that the coming convention remit our indebtedness so that we should be able to start our organization again with as few burdens as possible. About \$10.00 worth of stamps were burned in our office.

You may depend on us that in the future as in the past we will uphold the banner of Unionism in our city to the best of our ability.

We shall continue to fight and struggle for improved conditions of employment for our own and our fellows' benefit.

With fraternal greetings to the delegates assembled in seventh annual convention we remain, yours very truly,

CLOAK MAKERS' UNION, NO. 8,
Isador Jacoby, Recording Secretary.

Upon motion, agreed to grant the request of Local 8.

Delegate Ryan, for the Committee on the Report of Officers, reports that the committee recommends the acceptance of the report of the President except the recommendation to appoint or elect a paid organizer. While the committee keenly feels the need of an organizer it does not see where the cost of such an organizer, which must be considerable, is to come from.

Agreed to leave this part of the report to the Resolution Committee.

Delegate Ryan, for the Committee on the Report of Officers, recommends the acceptance of the report of the General Secretary-Treasurer, but the committee is strongly opposed to any affiliation with the United Garment Workers. Such affiliation would be injurious to the interest of members of his local. The mens garment cutters are working for \$20, \$18 and \$16 a week, and the rate of pay in the cloak trade is \$24.00 per week. He feels that they would be dragged down to the level of the garment cutters. Delegate Pierce urges the delegates to stand where they are and not to join any other National Union.

Delegate Riskin is against affiliation. The Ladies' Garment Trades have little in common with the garment workers and very seldom one can find one of their men to work in coat shops.

Miss Field thinks that the cloak makers have more in common with coat makers than with waist makers.

Delegate Rosenberg: "We were once affiliated with the garment workers, but their affiliation did not work well and after a good deal of friction had to leave them. It is an error to think that the garment workers are stronger than they are. Their earnings are much lower, and an experienced cloak maker will not work for less than \$18 per week and generally earns considerably more, and a garment worker seldom earns as much. The coat pressers wages are \$12, while the scale of a cloak presser is \$16 and more per week."

Upon motion, the recommendation of the committee was concurred in, 17 voting for it and none against.

REPORT OF RESOLUTION COMMITTEE—DELEGATE PIERCE.

Resolution No. 1

Whereas, the International Ladies' Garment Workers' Union accomplished nothing during the whole of the time of its existence and was of no use to our local, be it therefore resolved that the International Ladies' Garment Workers' Union shall dissolve and cease to exist.

(Signed) ROSA FIELD,
M. GENSELOFF,

Local 15.

Delegate Pierce:

"The committee declines to make any recommendation and leave the entire question for the delegates to discuss."

Delegate Klein moved the rejection of this resolution. As one of the oldest members of the International and as one who worked in the cloak makers' Union since its inception, he would like to know what these newcomers are after. He has witnessed many changes in his organization. They at one time were very strong and have on several occasions been very weak, but they always tried to keep up the organization. If the local or the delegates from local 15 do not like the organization they can leave it. He would like to know why they sent delegates to this convention. They would have done much better if they stayed at home. They want no disrupters among them.

Delegate Rosenberg would like to know if local 15 is a labor organization. People who send in such resolutions have no right to take part in such a convention.

Delegate Riskin. The International was not built up by local 15 and he is sure that they will not destroy it. People ought to be ashamed of such resolutions. If the delegates from local 15 have nothing better to offer they should rather keep quiet and leave others alone.

Miss Field does not understand why this resolution brought such a feeling of resentment from the New York delegates. What has the International done for New York locals that has made them so patriotic to the International.

Delegate Genseloff protests against the expressions of "If you do not like it, go home," used by some of the New York delegates. This is the language of bosses, but not of labor representatives. His local feels that things cannot go on as they have been going on and they want a radical change. So far as

he is aware not a single delegate at this convention is satisfied with the present state of things.

Delegate Dyché wishes to explain to the delegates from local 15 why their resolution created such a feeling of resentment. What would they think if a person who is in bad circumstances would be advised as a way of getting out of his trouble to commit suicide, and yet this is exactly what their resolution amounts to. It is true that the International is unable to give to the locals financial assistance, but they must not forget that with a \$10 per capita and no initiation fees, which is about the smallest payments to any international body, they cannot expect any such assistance. All such payments can do is to give the locals moral assistance, and this in a labor organization is of much greater importance than a few hundred dollars which a national body can donate to a local union. The New York locals know that this moral power has rendered great services to them for it is only due to this moral force that they have been able to overcome so many difficulties which stood in their way. It has crushed the opposition unions and held them together in times of internal dissensions. Local 17 would have been no where to-day if it was not for their affiliation with the International, which rallied round them the rest of the locals and helped them to become as powerful as they are to-day. Unfortunately it is easier to understand the power of cash than the moral force of a labor organization.

Delegate Kolb characterizes the resolution as a piece of folly. They came here to build, not to destroy. Let them all put their shoulders to the wheel, help to strengthen and not to weaken their organization.

The previous question having been called the motion was put and carried.

WEDNESDAY, JUNE 20, 1906.

THIRD DAY—MORNING SESSION.

Roll Call. Absentees: A. Rosenberg, H. Fulgrave, M. Meltzer, J. Berger.

Reading of minutes of previous session adopted as read.

Report of Resolution Committee continued.

Resolution No. 2.

Whereas, it is mainly through the splendid efforts on the part of Bro. Ab. Cohen and H. Friedlander, delegates from local 17, that this organization of the Reefer Makers of New York has been brought into existence, be it therefore

Resolved, that a fitting testimonial be presented to them by the convention.

(Signed) J. POLANSKY,

Local 11.

Committee reports favorably and refers it to the General Executive Board for action.

Report of Committee concurred in.

Resolution No. 3.

Whereas, it has come to our knowledge that some locals do not pay their full per capita to the International Union thereby are crippling the finances of the General Office, be it therefore

Resolved, that the incoming Executive Board shall appoint as one of their members as special auditor if the General Secretary-Treasurer be engaged who

shall visit the locals and examine their accounts. Should he find that any local does not pay their full per capita or local failing to produce their books and accounts to the special Auditor, the General Executive Board shall immediately suspend from the International Union such a local and their charter be withdrawn.

ROSENBERG,
Delegate Local 1.

Committee reports favorably. Report of committee concurred in.

Resolution No. 4.

Whereas, the capitalists of Colorado, kidnapped our brothers Mayer, Heywood and Petibone, officers of the Western Federation of Miners, without any process of law, their sole object being to break up the organization in that state, be it therefore,

Resolved, that this Seventh Annual Convention enters into emphatic protest against such criminal disregard of law, and pledges its support for their liberation. Respectfully submitted,

S. RIFKIN,
Delegate Local 1.

Approved by committee with the addition that a copy of this resolution be forwarded to the Governor of Idaho.

Resolution No. 5.

Whereas, by far the greatest majority of the members of the International Union understand no other language but Yiddish, be it therefore

Resolved, that the Constitution and the proceedings of the Convention shall be printed in Yiddish as well as English.

(Signed) ABE COHEN,
H. FRIEDLANDER,
Local 17.

Approved by committee. Report concurred in.

Resolution No. 6.

Whereas, the firm of Rosenberg Bros. & Lockwood, manufacturers of cloaks and suits, locked out the members of Local No. 1 for trying to enforce the rules of the organization, be it therefore

Resolved, that the incoming General Executive Board investigate this case and if necessary place the firm on the unfair list.

SAUL RIFKIN,
Local 1.

Approved by committee. Report concurred in.

Resolution No. 7.

Whereas, there are quite a number of buttonhole makers who are working in cloak and suit and waist trade and who are desirous of having a separate organization for their craft, be it therefore

Resolved, that the incoming General Executive Board shall immediately take up the work of forming a local.

ABE COHEN,
H. FRIEDLANDER,
Local 17.

Approved by committee. Report concurred in.

Delegate Pierce, on behalf of the Resolution Committee, stated that three resolutions were handed in to them all dealing with organizing work, but the

committee did not approve any of them, and instead drew up a resolution of their own, which will cover all points raised by these three resolutions. The resolutions are as follows:

Resolution No. 8.

Whereas, Local No. 11 is in a very poor condition and is greatly in need of an organizer without which the local cannot exist and

Whereas, each time they requested the General Office for an organizer they were sent to the Joint Executive Board, and the Board in their turn send them to the General Office: be it therefore

Resolved, that a special organizer be appointed who should devote his entire time to the work of the local in Brownsville.

HYMAN COHEN,
Delegate Local 11.

Resolution No. 9.

Whereas, this month of July is the most opportune for organizing the whole of the reefer trade, and

Whereas, with the present staff of officers this is impossible to accomplish, be it therefore

Resolved, that a special organizer be appointed for the coming two months, who shall devote the whole of his time to this work.

H. FRIEDLANDER,
A. COHEN,

Local 17.

Resolution No. 10.

Whereas, this time of the year is the most opportune to organize the Ladies' Waist trade in the city of New York and vicinity.

Whereas, the present organization is in a very bad position, not being able to have a man at their own expense,

Resolved, that an organizer be elected on the expense of the International Ladies' Garment Workers Union for the months of July and August to organize the said trade.

MAX SALPETER,
Local 25.

Resolution No. 11.

Whereas, the financial standing of the International is very poor and is in no position to stand the strain of a permanent or temporary organizer, therefore be it

Resolved, that until the General Office has a fund of \$2,000.00 that no money of the International be used for any purposes outside of the regular office expenses, and that any local desiring the presence of an organizer shall pay his expenses and salary.

Upon motion agreed to concur with the recommendation of the Committee.

Upon motion agreed to refer the request from Local 25 for a special organizer to the General Executive Board.

REPORT OF FINANCE COMMITTEE.

M. Salpeter. He found the book and accounts of the General Office satisfactory. A. Kolb found everything in perfect order. Mrs. Betterton and H. Cohen report the same.

Upon motion, the finding of the Finance Committee was concurred in. Delegate Genseloff desires that the International should make an attempt to organize the American girls. The firms are removing their plants to the country to be free from the influence of the Union.

Upon motion agreed to refer this matter to the incoming General Executive Board.

Upon motion agreed to urge upon the locals to furnish the General Office with a copy of the minutes of their meetings to enable the headquarters of the International Union to be in contact with the locals and know what they are doing.

AFTERNOON SESSION.

Roll call. Absentees: John F. Pierce, H. Friedlander.

Miss Patterson of the Woman's Trade Union League was given the privilege of the floor.

She thanks the delegates for permitting her to address them both last and this year's conventions. She wishes to explain need of Women Auxiliaries. The two and one-half millions trade unionists in this country represent a purchasing power of over a billion dollars a year. What a tremendous power organized labor would be if the women, who do the purchasing for the families, would buy union labeled goods. How can this be accomplished? By organizing the women relatives of the unionists into auxiliaries to each local who will call upon the store keepers and demand the label of their union. The instances the Woman's Auxiliary of the Boot and Shoe Workers' local in Brooklyn, where they succeeded in unionizing a factory by continually pushing their label at the stores. Urged the delegates to take up the formation of such woman's auxiliaries and the New York committee will give all the assistance and information. The President thanked Miss Patterson for addressing the convention.

Nomination of officers were next proceeded with.

For President: Bros. Grossman, Rosenberg, Kolb, Ryan. All declined by H. Grossman.

Vice-President: Rosenberg, Meltzer, Regen, Kolb, Rifkin, Salpeter, Genseloff, Klein. All declined but Rosenberg and Kolb.

General Secretary-Treasurer: John A. Dyche.

For delegates to the next convention of the American Federation of Labor: J. Dyche, H. Grossman.

Upon motion agreed to proceed with election of President and Secretary-Treasurer before nominating other officers.

The Bros. Klein, H. Cohen and Fulgrabe appointed tellers.

There being only one candidate for the office of President, the General Secretary was instructed to cast one vote of the convention for Bro. Grossman.

The secretary complied with the instruction and declared Bro. Grossman as President for the ensuing year.

Election for the office of Vice-President was then proceeded with. The tellers declared the result of the ballot as follows: For A. Kolb 15 ballots, for Rosenberg 3 ballots. President declared Kolb as Vice-President for the ensuing year.

Upon motion Bro. Kolb was declared unanimously elected.

Bro. Kolb returned thanks for confidence and pledged himself to prove to the delegates that their confidence has not been misplaced.

There being only one candidate for the office of General Secretary-Treasurer the Secretary was instructed to cast one ballot for himself.

The Secretary complied with the instruction and cast one ballot for himself. President declared Bro. Dyche as General Secretary-Treasurer for the ensuing year.

The election of delegates to the American Federation of Labor convention was then proceeded with. Tellers declared the result of the ballot as follows: Bro. Dyche 10, and Bro. Grossman 8 ballots.

President declared Bro. Dyche as delegate to the next A. F. of L. convention.

Bro. Dyche returned thanks for the honor and confidence.

Upon motion agreed that President Grossman act as alternate in case Bro. Dyche should be unable to attend convention.

Nomination for members of the General Executive Board for New York were then proceeded with. The following were nominated: Ryan, Rosenberg, Salpeter, Meltzer, Rifkin, Klein, Polansky, H. Cohen. The last three mentioned declined.

Tellers declared the result of the ballot as follows: Ryan 10, Rosenberg 10, Salpeter 10, Meltzer 12, and Rifkin 10 ballots.

President declared the Bros. Ryan, Rosenberg, Salpeter and Meltzer as members of the General Executive Board for the ensuing year.

For out of New York members of the General Executive Board Bro. M. Genseloff and Mrs. E. Betterton were nominated. There being no other candidates the Secretary was instructed to cast one ballot for each of the candidates. The Secretary complied with the instruction and the President declared the delegates Genseloff and Mrs. Betterton as members of the General Executive Board.

The place for holding the next convention was decided by 11 votes for Baltimore against 5 for Philadelphia.

The President installed and administered the oath to the newly-elected officers.

Communication read from the United Hebrew Trades of New York calling upon all labor organizations to take part in a convention at Washington. Where resolutions and plans will be adopted, which shall make it impossible for the capitalist judges to deny justice to the imprisoned leaders of the Western Federation of Miners. Upon motion agreed that the communication be received and placed on file.

Upon further motion agreed that the convention recommends our locals to take part in the proposed convention.

Mr. Myer London was called upon by the President to address the convention. Mr. London delivered a brief but stirring address in which he appealed to the delegates to drop all differences which they may have and work together for the unlifting of the people in their trades and for the cause of organized labor in general.

Upon the heading of Good and Welfare the privilege of the floor having

been granted to Bro. Polecoff, Secretary Local 9, states that his local is very anxious that the question of the abolition of the piece-work system shall be discussed at this convention. He is convinced that this system in the cloak trade is the cause of the weakness of the organizations in our trade and would like to see an agitation started against this system.

Upon motion, agreed to adjourn until next morning when the discussion will be resumed.

THURSDAY, JUNE 21, 1906.

FOURTH DAY—MORNING SESSION.

Roll call dispensed with.

Discussion on piece-work system in the cloak trade resumed.

Delegate Rosenberg is against the piece work. He doubts if the District Council in this city will be able to do their work effectively as long as the cutters will work by the week and the tailors by the piece. The constant changes in styles and the necessity of constantly adjusting of prices cause friction and strikes with employers, which always must lead to the disruption of the organization, and they have no means to enforce uniformity of payment with the result is that some employers are compelled to pay more than others and cannot meet the competition of the others with the result that they must go out of business and their places are taken by small employers and the difficulty of organizing the people in these small shops increases. Does not ask that the International should go on record as demanding immediate action upon this matter, but wishes the delegates to bring up this question at their locals and have it thoroughly discussed there and the members explained the evils of the piece work system.

Delegate Dyche thinks that the cause of the weakness of their organization is not the piece work system, since in some of the strongest and best organized trades piece work prevails, while the garment workers are working by the week and are badly organized. The evil must be sought in the bad management of the organization, the weakness of the leader of the unions, who are ready to subordinate the interest of the whole organization to the interest of the individual member or shop; to the useless and avoidable strikes; to the idea so widely prevalent among our men that the relation of the union to the employer must be that of might only and disinclination to perceive that the employer has also rights which the union must respect and safeguard against any encroachment of the workpeople the same as the rights of the members against the oppression of the employer. Under a week work system he thinks that there will be more friction than ever since our people are laboring under the impression that the employer has no right to discharge any employees and would take matters so easy that friction is sure to arise. He instanced the strike at Strawbridge & Clothier's in Philadelphia, where twenty-five pressers were working by the week and working so easy that the firm was constantly complaining that the cost of pressing the work in their firm is out of all proportion to other work, and this was the main cause of the strike and the loss of the organization.

Salpeter prefers piece work system. His organization has gone down through bad management, inferior leadership and useless strikes and strikes that were worse than useless. Many of the people in his trade are afraid to

join the union because they know that they will soon have to go out on strike from which they derive no benefit.

Miss Field thinks that under a week work system the slower hands will be laid off in slack time while the quicker and more often these that are on good terms with the employers will have steady employment and the organization will suffer through it. She finds that the piece work system has the tendency to keep the people interested in the organization which constantly helps them to keep up the price.

Delegate Ryan is against the piece work system. In slack time the employers will pay the men \$1.50 for garments which in season he pays \$3.00. This the employers do out of sheer kindheartedness and for humanity's sake just to give the poor men a chance to earn something in the slack time and so pile up their stock for almost nothing and by doing so they manage to keep down the earnings of the men in season.

Genseloff is against the piece work system in principle, but does not think it practicable to carry it out.

Delegate Meltzer is both against the piece and week work system and favors a scaled wage system by which the people will be paid by the week, but the earnings should be calculated by the piece and at the end of the season the employees be paid back all that they earned above their wages.

Upon motion of Delegate Rosenberg, agreed to recommend the locals to discuss this question and from time to time to inform the General Office their attitude to this question.

The convention adjourned to reconvene in the city of Baltimore on Monday, June 3rd, 1907.

Respectfully submitted,

JOHN A. DYCHE,
General Secretary-Treasurer.

