

11TH CONV.
JUNE 3-12, 1912

REPORT and PROCEE

ELEVENTH CONVENT

OF THE

★ International
Ladies' Garment Work
Union

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TILDEN FOUNDATIONS



TORONTO, CANADA

JUNE THIRD TO TWELFTH

NINETEEN HUNDRED AND TWELVE

Report and Proceedings of the Eleventh Convention of the International Ladies' Garment Workers Union

Held at Labor Temple, Toronto, Canada, June 3d to June 12th, 1912

Monday, June 3d.—Morning Session

President Rosenberg called the convention to order at 10 A. M.

The president after having appointed as Sergeant-at-Arms, Brother Berger of No. 14, and Brother Rubin Bernstein of Local No. 9 as the Assistant Sergeant-at-Arms, called upon Bro. Bancroft, the Vice-President of the Trade and Labor Congress of Canada to address the convention.

Brother Bancroft said, in part, that it was an honor to welcome the delegates of the International Ladies' Garment Workers Union of America in the name of the Trade Union Movement and on behalf of the Trades and Labor Congress of the Dominion of Canada. The convention was evidence that boundaries, as far as the working class is concerned, do not exist.

As an international organization with an international jurisdiction on the North American continent, he welcomed them to Toronto in the most hearty fashion. They recognized that among the best fighting forces of trade unionism in America they must number the International Ladies' Garment Workers' Union of America. He firmly hoped that before the convention adjourned the International Ladies' Garment Workers' Union would do what practically all international organizations were doing—affiliate their Canadian membership with the Trades and Labor Congress of Canada, and pay the per capita tax from international headquarters.

In the Dominion of Canada all the labor organizations, with one or two exceptions, were affiliated with the American Federation of Labor, but they also have parliaments that are national in their scope and jurisdiction, the laws of which do not reach across the

boundary line into the United States. Therefore, it was absolutely necessary for them to have a national organization for legislative purposes, and the Trades and Labor Congress is doing the same work in the Dominion of Canada as the Federation of Labor is doing in the United States. It is absolutely necessary that everybody should be affiliated with the American Federation of Labor for legislative purposes in the United States. It is just as much necessary that the workers in Canada should be affiliated with the Trades and Labor Congress of Canada for the same object.

The Trades and Labor Congress have over 69,000 paying members, representing indirectly over 160,000 workers in Canada. They are always ready to help in any industrial warfare in this country, and to take those industrial battles to the floor of the legislative assemblies in the interests of the workers of Canada.

The capitalists of the Dominion of Canada are not too happy in their ideas of what an international organization ought to be. The employers here are something like the employers of the United States. The organization they would like to see is the organization that never does anything, never calls a strike, never has any trouble, and, as Mr. Dooley said, "Ain't two members." But they are not getting it. They have a strong, vigorous and young trade movement in this country that is going to make the trade union movement in the United States keep time with the workers of Canada.

Within the last few years the politicians through the Senate tried repeatedly to pass legislation in Canada making it a criminal

offence for an international officer from the United States to cross the line and interfere or give advice in any dispute in which the workers of this country were involved. But the workers have succeeded thoroughly in preventing the employers and politicians from passing any such legislation.

They, the workers, were coming to the conclusion that the proper course to pursue was to send their own representatives to the legislative assemblies. "We have international officers, we have business agents," proceeded Brother Bancroft, "and business agents are generally much maligned by other people. A business agent is not a man who smokes cigars and sleeps in an armchair and does nothing. A business agent and an international officer is a man who has served the working class in occupying one of the most thankless positions that any one can fill in the present state of society. He is criticized by his own people. He does not expect thanks. He makes a fight because of principle and that principle is the thorough emancipation from economic slavery of the working class of the world. If we have confidence enough to allow an international officer to face the lawyers of the employers' organizations and make agreements for us which we will abide by, if we have confidence enough in a local president or a business agent to obey their orders during industrial warfare which often results in success, isn't it in the absolute interests of the workers to send these representatives to the floor of our assemblies?"

Brother Bancroft further pointed out that the Convention was being held in the Labor Temple, owned and controlled by the Trades Union Movement of the city and in which no employer or landlord, no grabbing rent man can interfere when organized Labor meets to do business.

The Labor Temples and the doings that occur in them will give to the historian of the future something to write about. It is the pride of the organized workers of Toronto, as well as the Dominion of Canada, that they are able to present a home for Organized Labor to meet in outside of the trammels of the employers.

He believed from what he had seen of the International Ladies' Garment Workers' Union that out of its Trade Union work there will spring a great movement that will bring salvation to the working class in the way of freedom from industrial slavery and in that

movement the International Ladies' Garment Workers' Union will be in the forefront.

Brother Bancroft urged on the convention that in the battles to come they must always present a solid organization to the employers.

The president called on Brother Simpson, a former secretary of the Trade and Labor Council of Toronto to address the convention.

Brother Simpson said, in part, that he had been asked by the officers of the Council to present to the delegates to this convention their very hearty welcome to the City of Toronto. Toronto has been called the Convention City of the Dominion of Canada, and he was pleased to think that the members of the Ladies' Garment Workers' Union decided to pay a visit to this rather charming city upon the North American continent.

The Trades and Labor Council of Toronto has been active in promoting the best interests of the organized workers. It has been keeping a watchful eye upon the legislative interests of the wage-earners, and has done many things for the general uplifting of the working classes.

The recent lock-out of the cloakmakers by the T. Eaton Co., and the sympathetic strike of the garment-makers of the city of Toronto will be a valuable contribution to the general labor movement of Toronto in years to come. It has given the organized workers of the city a lesson in working towards solidarity. It has given a lesson to the workers of the city of Toronto in loyalty to the trades union movement against the most adverse circumstances that the organized workers can face. When a union, small as it is in numbers, would face one of the most gigantic corporations in this country and in defiance of the power of such a corporation could go out on strike because there is some fundamental principle or right involved, it puts another peg in this great movement of the organized workers that will tend to its utter emancipation.

The cloakmakers and garment-workers insisted that the principle for which they were fighting should be recognized.

For the first time in the history of the Trades and Labor Council of the city of Toronto the central labor body of that organization took up the fight in sympathy with the cloakmakers to the extent that they took every dollar out of their treasury towards their support so as to morally and financially

help them to win their fight. This marks a new epoch in the history of our movement in the city of Toronto towards that cohesiveness and solidarity that is going to characterize the labor unions all over the Dominion of Canada.

He expressed the pleasure it gave the Trades and Labor Council of Toronto to welcome the delegates to this convention.

The secretary read the following telegrams:

New York, N. Y., June 3, 1912.

Mr. John A. Dyche, Labor Temple, Church St., Toronto.

The members of the Reefer-makers' Union Local 17 send their fraternal greetings to the delegates of the 11th convention. Let the aim of your deliberations be the truth and guided by logic and brotherly love. You will bring cheerfulness into the homes of the thousands who confide in you. We wish you success.—J. Rosen, Secy.

Cleveland, Ohio, June 2, 1912.

Eleventh Convention of I. L. G. W. U., Labor Temple, Toronto.

Many congratulations from the Cloakmakers' Union Local 26.—S. Frankfurt, Secy.

Albany, N. Y., June 3, 1912.

International Ladies' Garment Workers' Union, Labor Temple, Toronto.

Fraternal congratulations; strike and succeed.—Ladies' Tailors' Union, Local 30 of Albany.

Cleveland, Ohio, June 2, 1912.

The Delegates of the Eleventh Convention, Labor Temple, Toronto.

Accept our heartiest congratulations to the eleventh convention. We trust that your work will bring new life and vigor to the entire International union.—Pressers' Union Local 37. Arthur Gans, Secy.

Montreal, June 3, 1912.

International Ladies' Garment Workers' Convention, Labor Temple, Toronto.

Best wishes for your success. Long live organized labor. Hurrah for the social revolution.—Volkszeitung.

New York, June 3, 1912.

11th Convention of I. L. G. W. U., Labor Temple, Toronto, Ont.

Greeting delegates; use your best efforts to promote interests of I. L. G. W. U. and locals individually.—J. Woolf, Local Business Agent.

New York, N. Y., June 3, 1912.

11th Convention of I. L. G. W. U., Labor Temple, Toronto.

Greeting; may you use your best brains for

future progress and success for our members.—Nineteenth Street office. J. Zimmerman.

Philadelphia, Pa., June 3, 1912.

Convention of Int'l. Ladies' Garment Workers' Union, Labor Temple, Toronto, Ont. |

Greeting; we wish you luck in all your undertakings.—Ladies' Shirt Waist Makers' Union Local 15.

New York, N. Y., June 3, 1912.

Convention of International Ladies' Garment Workers, Labor Temple, Toronto.

The united Hebrew trades congratulate and wish you success in enlarging your international union. We wish you still more success for the sake of organized labor.—B. Weinstein, Secy.

The president appointed the following delegates as Credential Committee: Salvatore Ninfo, Local 9; H. Berkowitz, Local 42; Max Amdur, Local 2; Sam Ringer, Local 1; H. Kleinman, Local 23.

The convention adjourned at 11 o'clock.

First Day—Afternoon Session

President Rosenberg in chair.

President Rosenberg introduced Bro. T. W. Todd; organizer of the Cigarmakers' Union of Toronto, who came to extend the good wishes of the Cigarmakers' International Union of the city of Toronto.

In the course of his remarks Brother Todd said that he always told our opponents that we organize men and women into unions to prevent injustice. If we had justice we would never need to organize. It is simply the injustice which compels us to organize. He had pleasure in speaking to the cloak and skirt-makers because he thought it a matter of encouragement for a member of one trade to appear before the members of another trade and tell them of the situation in that particular trade. In the great labor movement it is not a question whether one is a cloakmaker or a cigarmaker; it is a question of the labor movement of which everyone of us is a unit.

"We, the Cigarmakers' Union," said Mr. Todd, "have asked the employers for an increase in prices, due to increased cost of living. We wrote them a letter stating the conditions; they agreed to the proposition we submitted."

There was another reason why he appeared to greet the delegates at our convention. He wanted to impress upon the delegates that they could do a great deal of good in their visit to the city. Let them remember their brothers

the cigarmakers—and help them by not purchasing any goods from the T. Eaton Company. Let them purchase no cigars which do not bear the union label.

It was the sincere wish of the Cigarmakers' Union that our convention shall establish laws which shall be a credit to our International Union, as well as to the great movement of which we all formed a part.

The following telegrams were read and placed on file:

Troy, N. Y., June 3, 1912.
International Ladies' Garment Workers' Convention, Labor Temple, Toronto, Can.

Local No. 68 wishes you harmony, good results and big success in your work.—Victor Smith, Secy.

Toronto, Can., June 3, 1912.
Eleventh Convention, I. L. G. W. U., Labor Temple, Canada.

Arbeiter Ring, Branch 220 of Toronto, greeting delegates to your convention, wishing success, favor working class; remember Socialism.—Herman, Chairman.

Phila., Penn., June 3, 1912.
Labor Temple, Convention I. L. G. W. U., Toronto, Can.

Cloakmakers' Union, Local 2, sends heartiest congratulations and best wishes for successful convention.—Max Sandler, Secy.

New York, June 3, 1912.
International Convention, Labor Temple, Toronto, Can. *

We heartily congratulate the delegates of the Eleventh Convention and hope that they will originate years of progress and fraternity for our organization.—Cloak Pressers' Union, Local No. 35.

Cleveland, O., June 2, 1912.
J. A. Dyche, Labor Temple, Toronto, Can.

Many congratulations to the delegates of the eleventh convention of the I. L. G. W. U. We hope your efforts will bring harmony among all members, success to our locals and betterment of conditions. Three cheers for the convention.—Joint Board of Cleveland; Arthur Gans, Secy.

Toronto, June 3, 1912.
I. L. G. W. U. Convention, Labor Temple, Toronto.

Welcome and greetings to the officers and delegates of the eleventh bi-annual convention. May your undaunted courage and determination meet with the greatest success.—Joint Board, Toronto.

Toronto, June 3, 1912:

I. L. G. W. U. Convention, Labor Temple, Toronto.

Accept our heartiest wishes to the officers and delegates for the eleventh bi-annual convention. Stand for the rights of the workers.—The T. Eaton's Strikers, City.

Toronto, June 3, 1912.

I. L. G. W. U. Convention, Labor Temple, Toronto.

Greetings to the officers and delegates at the eleventh bi-annual convention. Wishing you success in the emancipation of labor—Woolhandler, Local No. 92, City.

Toronto, June 3, 1912.

International Ladies' Garment Workers' Union Convention, Labor Temple, Toronto.

A hearty welcome to the officers and delegates assembled at the eleventh convention; wishing you success in future efforts.—Yampolsky, Local No. 14, City.

Toronto, June 3, 1912

Labor Temple, Toronto.

The Dworkin Bros., local representatives of the Jewish Daily "Forward," congratulate all delegates to the eleventh convention of the I. L. G. W. U. You are heartily welcome in our city; wish you the best success in your great work.—Dworkin Bros.

Toronto, June 3, 1912.

I. L. G. W. Union Convention, Labor Temple, Toronto.

Extend a hearty welcome to the officers and delegates of the eleventh bi-annual convention. Stand for the rights of the workers in the face of all—Gorvin, Local No. 83, City.

New York, June 3, 1912.

Convention, I. L. G. W. U. Toronto.

Heartiest congratulations and well-wishes to the eleventh convention of the International Ladies' Garment Workers' Union from the Raincoatmakers' Union of New York City. Long live the International.—S. Robinson, Secy.

Montreal, Que., June 3, 1912.

Mr. John A. Dyche, Labor Temple, Toronto, Ont.

Cloak and Skirtmakers' Union, Local No. 13 sending heartiest regards, wishing your work may unite all the ladies' garment workers under the international banner.—S. Berensky, Business Agent.

Montreal, Que., June 3, 1912.

Mr. John Dyche, Labor Temple, Toronto, Ont.

Cloak and Skirt Pressers' Union, Local No. 61, sending regards to delegates of the eleventh convention. May you be successful

in your work to better conditions of the wage-earner.—S. Bershatsky, Business Agent.

New York, June 3, 1912.

I. L. G. W. U. Convention, Labor Temple, Toronto, Ont.

Accept my heartiest congratulations to your eleventh bi-annual convention. Yours for success.—J. L. Banach, Fin. Secy. Ladies' Tailors of New York, Local 38.

Toronto, June 3, 1912.

I. L. G. W. U. Convention, Labor Temple, Toronto.

Heartiest greeting to the officers and delegates of the eleventh convention. Wishing you success.—Max Gold, Toronto.

New York, June 3, 1912.

I. L. G. W. U., Labor Temple, Toronto.

Our greetings to your eleventh convention. Wish you success in the great work you are engaged in.—S. Prisant, S. Nour, ex-members of Cleveland Joint Board.

New York, June 3, 1912.

John A. Dyche, Convention, I. L. G. W. U., Labor Temple, Toronto, Ont.

Officers of the East Side District Cloakmakers' Union send heartiest congratulations and best wishes for successful convention.

Toronto, June 3, 1912.

Convention, Ladies' Garment Workers, Labor Temple, Toronto.

Accept our heartiest congratulations to the eleventh annual convention. May your work prove a success.—Jewish Local Socialist Federation of Canada.

New York, June 3, 1912.

Convention, International Ladies' Garment Workers, Labor Temple, Toronto.

Do not divide our strength. Our masters are doing that. Unite our forces to fight our common enemy. Wish you success in all deliberations.—Cloak and Suit Tailors, Union Local, No. 9.; A. Guyer, Secy.

New York, June 3, 1912.

Eleventh Annual Convention, I. L. G. W. U., Labor Temple, Toronto, Ont.

Best wishes for a successful convention, trust deliberations may bring new hope and enthusiasm to the workers.—Ladies' Waist and Dressakers' Union, Local No. 26.

New York, June 3, 1912.

Convention, I. L. G. W. U., Labor Temple, Toronto.

We, the employees of the Juvenile Cloak Co., members Local No. 17, congratulate you on the opening of our convention and trust that your work will be crowned with success to the whole organization.

Upon motion it was agreed to send the following telegram to Ettor and Giovannitti in Lawrence county jail:

"Delegates International Ladies' Garment Workers' Union, assembled at Toronto convention, send greetings of solidarity and protest against groundless charges; pledged to work for your liberation."

Upon motion it was agreed to send the following telegram to Miss Josephine Casey, in jail in Kalamazoo:

"The convention of the International Ladies' Garment Workers' Union, in session at Toronto, congratulate Miss Josephine Casey on her self-sacrifice for the cause, appreciate and heartily sympathize with her in her sufferings in prison under an unjust and cruel judge-made law, and wish her a speedy recovery from the depressing effects of cruel and harsh prison term, hoping that she may soon be enabled to resume active service for trade unionism."

Delegate Ninfo, chairman of the Credential Committee, read the committee's report recommending the seating of the following delegates, their credentials being in order:

June 3, 1912.

To the Eleventh Convention of the I. L. G. W. U.

President and Delegates: Your Committee on Credentials has examined all the credentials and recommends that the following delegates be seated:

Local No. 1, Cloak Operators' Union of New York, eleven delegates: Samuel Ringer, M. J. Ashpis, Saul Metz, B. Fried, Harry Wagner, Abe Axelrod, N. Leventhal, M. Steltzer, S. Zlotchin, F. Rosenberg, Ab. Rosenberg.

Local No. 2, Cloak and Skirtmakers' Union of Philadelphia, Pa., three delegates: Max Amdur, M. Grishkan, Jacob Katz.

Local No. 4, Cloak and Skirtmakers' Union of Baltimore, Md., one delegate: D. Cohen.

Local No. 9, Cloak and Suit Tailors' Union of New York, twelve delegates: Luigi Cassato, Salvatore Ninfo, M. Kushner, Ph. Greifer, Solomon Polakoff, Morris Deitch, Aldo Cursi, J. Halpern, Sam Leskowitz, A. Mitchell, Meyer Palefsky, Reuben Bernstein.

Local No. 10, Amalgamated Ladies' Garment Cutters' Union of New York, six delegates: Jesse P. Cohen, Is. Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Chas. Beaver.

Local No. 11, Cloak and Skirtmakers' Union of Brownsville, N. Y., five delegates: W. Bar-

can, M. Finkelstein, Jos. Elkin, S. Chanser, J. Press.

Local No. 13, Cloak and Skirtmakers' Union of Montreal, Canada, one delegate: T. Jacobs.

Local No. 14, Cloak and Skirtmakers' Union of Toronto, Canada, four delegates: S. Reirzin, I. M. Lapidus, H. Salutin, L. Berget.

Local No. 17, Children Cloak and Reefer Makers' Union of N. Y., five delegates: D. Nisnewitz, M. Cohen, M. Jacobinsky, A. Scherer, I. Fabricant.

Local No. 18, Cloak and Skirt Cutters' Union of Montreal, Canada, one delegate: J. Kivencov.

Local No. 20, Raincoat Makers' Union of New York, three delegates: J. M. Singer, B. Levitt, D. Shapiro.

Local No. 22, Ladies' Garment Workers' of New Haven, Conn., one delegate: Mor. Goldman.

Local No. 23, Skirtmakers' Union of New York, ten delegates; Max Brodfield, George Wishnak, Jos. Abramsky, Jacob Kaplan, Meyer Perlstein, Max Albert, H. Wander, Frank Comunale, Harry Kleinman, John A. Dyche.

Local No. 26, Cloak Makers' Union of Cleveland, O., two delegates; I. S. Feit, S. N. Rosenberg.

Local No. 27, Skirt Makers' Union of Cleveland, O., one delegate: Sam Schwartz.

Local No. 32, Underwear Workers of Peekskill, N. Y., two delegates: Miss Florence O'Connor, Miss Margaret Casey.

Local No. 35, Cloak and Skirt Pressers' Union of New York, ten delegates: Morris Sigman, A. Shavelson, Morris Goldovsky, J. Braslover, B. Greenko, J. Kimbarofsky, J. Limanovsky, R. Boungiovanni, Harry Lubinsky, Sam Teichman.

Local No. 41, Wrapper and Kimona Makers' Union of New York, one delegate: Harry Klein.

Local No. 42, Cloak Cutters' Union of Cleveland, O., one delegate: Harry Berkowitz.

Local No. 50, Misses and Children's Dress Makers' Union of Brownsville, N. Y., one delegate: Mor. Sirota.

Local No. 56, Cloak and Skirtmakers' Union of Boston, Mass., two delegates: Harry Dubinsky, L. Kalis.

Local No. 61, Cloak and Skirt Pressers' Union of Montreal, Can., one delegate: S. Labensohn.

Local No. 62, White Goods Workers' Union of New York, one delegate: Miss C. Kaufman.

Local No. 63, Cloak Makers' Union of Cincinnati, O., one delegate: L. Lauffer.

Local No. 64, Cloak Button Hole Makers' Union of New York, two delegates: Max Lubow, A. Steinberg.

Local No. 67, Cloak and Skirtmakers' Union of Toledo, O., two delegates: Mor. J. Cohen Meyer Rosenberg.

Local No. 68, Cloak and Suit Pressers' Union of Brownsville, N. Y., three delegates: Meyer Brass, Max Lerner, A. Churgin.

Local No. 71, Ladies' Tailors' Union of Chicago, Ill., three delegates: Joe Kaplan, M. Shucter, H. Strasburg.

Local No. 78, Cloak Operators of St. Louis, Mo., two delegates: S. Glassman, Jacob Glickman.

Local No. 82, Corset Workers' Union of Kalamazoo, Mich., two delegates: Myrtle Parsons, Paul Westerville.

Local No. 83, Cloak and Suit Cutters' Union of Toronto, Canada, one delegate: Douglas Webb.

Local No. 90, Ladies' Garment Workers' Union of Buffalo, N. Y., two delegates: John Baka, A. Madow.

Local No. 92, Cloak and Skirt Pressers' Union of Toronto, Canada, two delegates: Louis Galinsky, Ab. Kirzner.

Local No. 95, Ladies' Garment Workers' Union of Detroit, Mich., one delegate: H. Altman.

Local No. 98, Cloak and Skirt Pressers' Union of Cincinnati, O., one delegate: Ab. Groban.

Local No. 102, Raincoat Makers' Union of Montreal, Canada, one delegate: Louis Cohen.

Joint Board of the Cloak and Skirt Makers' Unions of New York, one delegate: I. Sheff.

Joint Board of the Cloak and Skirt Makers' Unions of Toronto, Canada, one delegate: Jos. Welkofsky.

Joint Board of Albany, N. Y., one delegate: Sam Berman.

Joint Board of Cincinnati, O., one delegate: Emma Betz.

Joint Board of Montreal, Canada, one delegate: Joe Cress.

The committee recommends that these delegates be seated.

We have received a protest against the seating of Brother Morris G. Leader, of Local No. 17, on the ground that he was not a member of his local for six months at the time the election took place, which is contrary to Art. 3, sec. 5 of our International constitution, which reads as follows: "No person shall be eligible for election as a delegate unless he shall have been a member in good standing

of the L. U. or S. L. U. he represents at least six (6) months immediately preceding the date on which said election is held."

The majority report is that Brother Leader be seated without the right of vote; the minority report is that Brother Leader be not seated.

We have also received a protest against the delegates of Local No. 26 for not paying their assessments for the Cleveland strike, which was levied by the committee appointed at the special convention. The majority report is that the delegates be seated and to extend the time of their payment of the assessment not later than September 30, 1912. The names of the delegates are as follows: Clara Lemlich, Sam Spivak, Elias Riseberg, H. Lieberman, A. Baroff, Sigmund Haiman, Benj. Watskkin. Minority report is that delegates shall not be seated.

We have received a credential from the Cloak Operators' Union, Local No. 1, which reads as follows: "We hereby certify that Mr. Herman Grossman was duly elected by our local as honorary delegate from the Cloak Operators' Union, Local No. 1, to the convention which meets in Toronto, Can. (Signed) Samuel J. Ringer, Pres.; P. Kottler, Secy." The committee recommends that the credential be accepted and Brother Grossman be seated without the right of vote.

We have also received a credential from the National Women's Trade Union League for Miss Leonora O'Reilly, as a fraternal delegate. We recommend that Miss O'Reilly be seated without the right of vote.

Respectfully submitted,
 SALVATORE NINFO,
 Chairman.
 HARRY BERKOWITZ,
 MAX AMDUR,
 S. J. RINGER,
 H. KLEINMAN,

Secretary.
 Credential Committee.

Delegate Epstein of Local No. 10 protested against the seating of the delegates in accordance with the amendment to Art. 3, sec. 3, recently adopted by referendum, on the grounds that the amendment was not adopted in a legal manner. Delegates John Pierce, Jesse Cohen, John Ryan of Local No. 10, and B. Katz of Local No. 2, supported Delegate Epstein in his contention.

After some discussion the President put the question to a vote of the delegates, when 76 voted for and 32 against, but this vote was

contested by Delegates Ryan and Martin, who demanded a roll-call. Finally the chairman ordered a roll-call of all the delegates recommended to be seated, which resulted in 83 voting for the recommendation and 28 against.

Ayes:

Samuel Ringer, M. J. Ashpis, Saul Metz, B. Fried, H. Wagner, Abe Axelrod, M. Leventhal, M. Steltzer, S. Zlotchin, F. Rosenberg, Abe Aosenberg, Max Arndur, D. Cohen, Luigi Cassato, Salvatore Ninfo, M. Kushner, Ph. Greifer, Sol. Polakoff, Morris Deitch, Aldo Cursi, J. Halpern, Sam Lefkowitz, A. Mitchell, Meyer Palefsky, Reuben Bernstein, W. Barcan, M. Finkelstein, Jos. Elkin, S. Chanser, J. Press, S. Reitzen, I. M. Lapidus, H. Salutin, L. Berger, J. M. Singer, M. Goldman, Max Brodfeld, Geo. Wishnak, Jos. Abramsky, Jacob Kaplan, Meyer Pearlstein, Max Albert, H. Wander, Frank Comunale, Harry Kleinman, John A. Dyche, I. S. Feit, S. N. Rosenberg, Sam Schwartz, Morris Sigman, A. Shavelson, Morris Goldovsky, J. Braslover, B. Greenko, J. Kimbarovsky, J. Limanovsky, R. Boungiovanni, Harry Lubinsky, S. Teichman, Harry Berkowitz, H. Dubinsky, L. Laufer, Max Lubow, A. Steinberg, Mor. Cohen, Meyer Rosenberg, Meyer Blatt, Max Lerner, A. Churgin, Joe Kaplan, M. Schuster, H. Strassburg, S. Glassman, Jacob Glickman, Douglas Webb, John Baka, A. Madow, Louis Galinsky, A. Kirzner, Ab. Groban, Jos. Welkofsky, I. Sheff, Emma Betz.

Noes:

M. Grishkan, Jacob Katz, Jesse P. Cohen, Isd. Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Chas. Beaver, M. Jacobs, D. Nisnewitz, D. Cohen, M. Jacobinsky, A. Sherer, I. Fabricant, J. Kivenco, B. Levitt, D. Shapiro, Miss Florence O'Connor, Miss Margaret Casey, Harry Klein, Morris Sirota, L. Kalis, S. Labensohn, Miss Kaufman, H. Altman, Louis Cohen, Sam Berman, Joe Cress.

Delegate Ninfo, on behalf of the Credential Committee recommends that the report of the majority, that Brother Leader be seated without the right of vote, be accepted.

After some discussion the President put the question to a vote of the delegates when 62 voted for the majority report and 28 for the minority report.

Delegate Ninfo further recommends that the report of the majority, that the delegate of Local No. 26, Lad. Waist Makers, N. Y., be seated and that the time for paying the balance of the Cleveland assessment be ex-

tended until September 30th, 1912, be accepted.

Upon motion agreed to seat the seven delegates of Local No. 26.

Delegate Ninfo further moves that the recommendation of the committee, to seat Brother Grossman, Honorary Delegate of Local No. 1, be accepted. President Rosenberg contends that the credential of Brother Grossman is not legal since the Constitution of the I. L. G. W. U. does not permit honorary delegates. The President recommends that if a resolution were drawn up at the convention granting the privilege to an honorary delegate, on the ground that he was an Ex-President, it will be entertained.

Delegate Ninfo further recommends that Miss O'Reilly, Fraternal Delegate of the Women's Trade Union League, be seated without a vote. Accepted.

President Rosenberg then proceeded to appoint the various committees.

Resolution Committee.	Locals
Morris Sigman	35
M. J. Ashpis	1
Aldo Cursi	9
M. Jacobinsky	17
M. Pearlstein	23
I. Epstein	10
Sam Spivak	25
J. Wellkofsky	J. B. of Toronto
M. Amdur	2

Finance Committee.	Locals
Emma Betz	J. B. of Cincinnati
B. Fried	1
Morris Deitch	9
J. Abramsky	23
H. Altman	95
Sam Rosenberg	26
H. Lubinsky	35
Reuben Bernstein	9
J. Limanovsky	35

Organization Committee.	Locals
Chas. Beaver	10
S. Metz	1
J. Katz	2
Clara Lemlich	25
Joe Kaplan	71
H. Wagner	1
A. Madow	90
Margaret Casey	22
Nathan Leventhal	1
L. M. Singer	20

Law Committee.	Locals
J. C. Ryan	10
H. Dubinsky	66

A. Baroff	25
S. Polakoff	9
M. Finkelstein	11
A. Scherer	17
J. Halpern	9
H. Klein	41
H. Kleinman	23

Label and Boycott Committee.	
	Locals.
Anna McGinty	103
S. Zlotchin	1
D. Cohen	4
A. Axelrod	1
A. Steinberg	64
Morris Goldofsky	35
W. Baran	11
Sam Schwartz	27
L. Kalis	56

Appeals and Grievance Committee.	
	Locals.
Meyer Rosenberg	67
B. Wishashkin	26
I. S. Feit	26
Jesse P. Cohen	10
J. Grishkan	2
Harry Berkowitz	42
Samuel Glassman	78
S. Lefkowitz	9
Paul Westerville	82

Press Committee.	
	Locals.
Sam Martin	10
Morris Steltzer	1
Jacob Glickman	78

Committee on Reports of Officers.	
	Locals.
John F. Pierce	10
Geo. Wishnak	23
M. Lapidus	14
D. Shapiro	20
D. Nisnewitz	17
Meyer Brass	68
Sam Teichman	35
Is. Sheff	J. B. of New York
Abe Mitchell	9

Session adjourned at 5:30 P. M.

Tuesday, June 4th,—Morning Session

The President in the chair.

The following were absent at roll-call:

Max Amdur, Reuben Bernstein, Sam Lefkowitz, John C. Ryan, S. Bershatsky, H. Salatin, Harry Kleinman, Dave Berkowitz, S. Labensohn, Louis Laufer, Douglas Webb, Abraham Groban.

The following telegrams were read:

Chicago, Ill., June 2, 1912.
International Ladies' Garment Workers' Convention, Labor Temple, Toronto, Ont.

Ladies' Tailors' Local 71, Chicago, sends greeting and best wishes for harmonious action in the interest of all the delegates. Pave the way for a stronger and greater international union. This is your duty to the thousands that are not organized all over this country. Long live the International Union! —Morris Seskind.

New York, N. Y., June 3, 1912.
Convention International Ladies' Garment Workers, Labor Temple, Toronto, Ont.
Wish success to all your work for the cause of our movement.—L. Chorust.

New York, June 2, 1912.
Labor Temple. 11th Convention I. L. G. W. U.; John A. Dyche, General Secy., Toronto.
Regret very much that I cannot be present on account of sickness. May your deliberations bring improved conditions to all ladies' garment workers in America. May our International Union prosper in the future as in the past. Fraternal greetings to all the delegates.—Jesse S. Greenberger, 1st Vice-President.

New York, N. Y., June 3, 1912.
Convention Ladies' Garment Workers' Union, Labor Temple, Toronto, Ont.

Amalgamated Ladies' Garment Cutters' Association Local No. 10 of New York send greetings. Hope convention may find ways for a better arrangement of present condition of the trade.—Max Gorenstein, Vice-President.

Toronto, Ont., June 3, 1912.
Eleventh Convention, I. L. G. W. Union, Labor Temple, Toronto.

We wish you success in your deliberations and hope that the I. I. G. W. U. will be in the front ranks of the labor movement to help bring about the emancipation of the working class.—The "New Post".

Brooklyn, N. Y., June 3, 1912.
International Ladies' Garment Workers' Union Convention, Labor Temple, Toronto, Ont.
Greetings from Local Eleven to the Eleventh Convention of the I. L. G. W. U.

Toronto, June 4, 1912.
International Ladies' Garment Workers, Labor Temple, Toronto.

My heartiest congratulations. Hoping this convention will bring more solid unity to all workers. Forward, Brothers and Sisters, to the Social Revolution.—L. Yudkin, Chairman of Local 92.

New York, N. Y., June 4, 1912.
Convention I. L. G. W. U., Labor Temple, Toronto, Ont.

The Skirtmakers' Union of New York are sending their congratulations to the Eleventh Convention. May the decisions of the convention be to the welfare of all our brother workers.—P. H. Fast, Acting Secy.

Upon motion the minutes of the previous two sessions were read and adopted.

A discussion arose as to the seating of Miss Anna McGinty, delegate from Local No. 103, whose credentials had not yet arrived.

Brother Martin, on a point of order, contended that this proceeding was out of order, and should be referred to the Credential Committee. Finally the question was postponed until the afternoon session.

The President read the following Report for the two years.

To the officers and delegates of the Eleventh Convention of the International Ladies' Garment Workers' Union, Greeting.

Sisters and Brothers:

As the President of our International Union, I herewith submit my bi-annual report and hope you will give it your earnest consideration.

It affords me great pleasure to inform you that our International Union, which at the last convention counted only a few thousand members, and was of no significance in the great labor movement, now ranks in membership as the fifth among the International Unions affiliated with the American Federation of Labor. Our influence grows from day to day. Let our active members endeavor to work in the future with the same enthusiasm and self-sacrifice as in the past and our Union bids fair to become the biggest and most influential organization in the trade union movement.

Progress Resulting From Strenuous Labors

Our progress was not, however, achieved without strenuous labors. In course of the last two years our Union had not ceased to encounter stormy periods of stress and strife. Strikes and strike movements occurred almost in every city where our locals were to be found, so that practically our entire membership was involved in strikes and lockouts. Some of the local strikes only partly succeeded, while others failed altogether. Such failures, however, were more than offset by

our great victories, victories which had given us great numerical strength and country-wide influence.

These victories were unique in the history of the labor movement. No organized working people can boast of such a record. The completest and most thoroughgoing victory smiled on us in Greater New York, where, in accordance with the mandate given us by the last convention we called a general strike of the Cloak and Skirt Workers. About 50,000 employees took part in this historic struggle.

One year later, 5,000 ladies' tailors of our Local No. 38 of New York called a general strike and met with similar good fortune. These victories were a pleasant astonishment to the whole labor world. They have, moreover, infused new life and confidence into the dry bones of the chronic pessimists. The great possibilities of organizing, of maintaining the organization and bettering the material condition of vast untrained and undisciplined masses, became evident even to the theorists who until then refused to admit them.

Our heaviest loss was incurred at Cleveland, where, after a strike of 22 weeks' duration, we were compelled to send the employees back to work. Our financial resources had become exhausted and we felt that we had no right to keep several thousand people on strike while realizing that we could not properly support them. But, in spite of this failure, we have not the slightest reason to feel discouraged even for one moment. On the contrary, we feel proud of the fact that we have been enabled in connection with that strike to disburse in benefits alone close upon \$300,000. We also gave financial support in strikes at Chicago, Philadelphia, Los Angeles, Hartford, Toronto, Kalamazoo and New York, amounting to tens of thousands of dollars.

Even in those places where our strikes did not succeed, the condition of the workers was much improved as a result of our organizing campaigns. The long hours that formerly oppressed the workers of our trade have since disappeared. Eighty per cent of our members do not work more than 50 hours a week. Some of our locals have within the last two years even gained an eight-hour day. Saturday afternoon work has been stopped throughout the trade, save in the case of those employed at alteration work in department stores. Of a record such as this, attained in course of two years, we feel justly proud.

This, of course, does not imply that our

mission is ended and that there is nothing more for us to do. We have so far succeeded in clearing away the thorns that were besetting our path of progress and it now behooves your elected leaders and officers to continue the hard work confronting us and carry it to success.

The Cloak Makers' Strike in New York

Immediately after the Boston convention we proceeded to give effect to the resolution relating to the general strike. We started a vigorous organizing campaign and made other necessary preparations. We felt that in order to insure success it was necessary to act in the full light of publicity, so that all classes of the population should know and sympathize with our unions and their demands in the great struggle. Our first step in this direction was to arrange a mass meeting in one of the largest halls, and Madison Square Garden was hired for this purpose. Some of our incredulous members predicted failure. They did not believe our ability to fill such an immense hall the capacity of which is about 20,000 people. But the actual result went beyond even our own expectation, causing all and sundry to gasp with surprise. The hall proved much too small for not only was it filled to its utmost capacity, but there were about 30,000 people outside unable to gain admission and we had to hold overflow meetings in the streets around.

The meeting furnished ample evidence of the strength of our cause and convinced us that our ultimate success was assured.

The next step was for the General Executive Board to instruct those locals which were to be involved in the strike to elect a number of their best and most devoted members to serve on the general strike committee. Experience having taught us that in conducting a strike it was not always wise to rely on every one, the General Executive Board selected 45 of the most competent and reliable members and appointed them as general strike committee. This committee was divided into nine sub-committees and to each of these was allotted certain specified duties.

In our desire to make the idea of the General Strike extensively popular we decided to submit the question to a referendum vote of all the cloak and skirt makers of Greater New York. This was something that tailors' unions had never done. The vote was taken about a week prior to the calling of the strike and the result was that of some 20,000 mem-

bers who had then joined our various locals only a few hundred voted against a strike being called. Thus the great strike was called on the 7th day of July, 1910.

Between sixty and seventy thousand work people responded to the call and left the shops. This gave the appearance not of a strike but of a gigantic uprising of a whole people against their oppressors.

As president of the International Union I saw that the situation demanded that this tremendous conflict should be under our direct supervision. Accordingly, all the members of the General Executive Board were brought to the scene of action and every one of us to the best of his powers, worked with the sole aim of bringing the strike to a successful termination. All of you know the final results of the strike and it is hardly necessary to repeat them here. Suffice it to say that after the struggle lasting nine weeks we won all our demands. Let me, however, emphasize the fact that the nine locals of Greater New York which had taken part in the strike now number close upon 50,000 members in good standing and their funds amount to about a quarter of a million dollars.

Our Organizing Work

Soon after this great struggle it was borne in upon us that to insure this victory and the existence of the International Union, we could not rest content with this achievement, but must indispensably proceed to establish the same labor conditions in all cities where ladies' garments are being made.

The time was just then favorable for further efforts in that direction. The sentiment among the workers for organization was very strong. The splendid result of the struggle at New York had freed the workers' mind of all prejudices against unions. The wide agitation and deep interest in trade unionism evoked by the cloak strike had borne good fruit in all parts of the country, especially in those places where our workers were to be found in considerable numbers. Communications had reached us from practically every large city, calling our attention to there being ready fields for organizing unions of ladies' garment workers and asking us to send organizers along. From some places we received intimation that unions had been established. These applied for charters and desired the aid of organizers. We did all to help these cities to the best of our powers. It should, however, be observed in this con-

nexion that few of us realize precisely the sort of organizers we require.

Our trade is, as you all know, a very complicated one, presenting many and varied problems, and is moreover subject to good and bad seasons. When the workers of a certain branch contemplate organizing a union, or when an existing union arrives at the idea that a certain season is favorable for securing an improvement in their labor conditions, they apply to the general office for an organizer. Most of these people mean by "organizer" a good, forceful speaker, capable of taking the masses by sheer eloquence.

At times this kind of organizer is really needed. But, what the majority of our locals need most of all is not so much fiery rhetoric as clarity of thought, not so much being stirred to enthusiasm as being shown the best and safest way of successfully carrying on the work of the union and placing it on a permanent foundation. Organizers capable of doing such work are everywhere sought after, and not less so in our case. Unfortunately, we are short of men who can impress on our members *the difference between a fighting mood and a fighting capacity* and who after being with the Local some time can direct and teach the members to select the safest way to handle their local affairs with proper care. Owing to the scarcity of such organizers some of the newly organized locals could not maintain their organization.

In many cases we have to expect that strikes will naturally follow any initial efforts to organize the trade and therefore competent and capable people are required to conduct strikes with any measure of success. Such men are not to be found in newly organized locals.

Then it should also be borne in mind that when strikes in small cities fail, the failure will inevitably lead to the blacklisting of loyal and devoted unionists and it behoves us to extend to these people a helping hand in order not to jeopardize the management of strikes. I would, therefore, recommend that the General Executive Board to be elected at this convention should be chosen from men who are capable of acting as general organizers, men who should not only be good speakers, but as older members of our organization, should also possess the ripe experience and the practice necessary to settle all manner of troubles and conduct strikes when necessary. Within the last two years the International Union has kept on from five

to eight organizers who have done very good work throughout the country. This can be seen from the increased number of locals and members. But with the increase of our locals and the growth of our movement there has also developed a sense of responsibility. We therefore need as International officers loyal men, men thoroughly familiar with the trade to do the organizing work.

ORGANIZING WORK IN OTHER BRANCHES OF OUR TRADE

Our International Union is composed of many crafts of the ladies' garment industry, of which cloaks and suits are only one. Now, although we have made considerable progress in the cloak and suit line, we have so far done little to organize the other crafts.

Two years ago, soon after the strikes of the ladies' waist makers in New York and Philadelphia, go per cent. of whom were women, a movement was also launched among the white goods workers, underwear workers, petticoat makers and kindred trades that fall under the jurisdiction of our International Union, which consist almost exclusively of women. However, the organizations in these three trades have fallen short of success.

The cause of this is to be sought mostly in the fact that it is much harder to organize women than men. Having our hands full of work along fields which are easier to cultivate, we naturally selected these fields for our organizing labors first. Another difficulty in the way is that the shops in these trades can easily be transferred from large cities to small outlying districts, and as soon as a strike is called, some shops move away out of immediate reach.

Some time ago the general office made a vigorous effort to organize strong unions in these trades, where exclusively women are employed, and spent a considerable sum of money on the project. But so far the results have been rather disappointing. The work hours in these trades are not below 54, and in many cases, 59 a week.

Local 41, wrapper and kimono makers, and Local 62, white goods workers, have lately carried on a vigorous agitation for shorter hours and higher wages. But in the absence of sufficient financial and moral means, it is impossible for them to achieve any tangible results or to obtain improved conditions, save only in few shops controlled by the union. Even these are not quite assured, in view of the fact that a large number of other em-

ployers are conducting their concerns under non-union conditions. The sympathetic employers are thus subject to unfair competition. This is a standing argument with all employers who refuse to concede union conditions, and may sooner or later bring about a general strike, involving thousands of women workers. For such a strike neither the unions concerned nor the general office is at all prepared.

Moreover, the feeling of solidarity between the cloak and skirt makers and ladies tailors' locals on the one hand, and the locals of underwear, petticoats and children's dressmakers on the other, has so far been not very warm. Many of the most active members are even prone to regard these locals as a drag on the International Union. However, the fact remains that so long as these women and girls work terribly long hours for incredibly low wages, they are sooner or later destined to leave their present employment and seek work in skirt and dress shops, or as finishers at cloaks, and thus still more increase the number of unemployed among our members.

The opinion of individual delegates on the subject of the organization of these crafts should not deter this convention from dealing with the matter, or from giving a clear mandate to the incoming officers. The general office should also obtain precise instructions with regard to organizing work among the tens of thousands of corset workers in the New England States.

Special Fund for New Locals

New Locals rarely begin their existence without strikes and sometimes these strikes are of a serious kind. In small cities, in the case of a local losing a strike, it may mean that many good and honest employees have to leave the city, because of their having been the pioneers in the movement.

A new local in such a case would not be entitled to any benefit, even assuming the International Union had a strike and lockout fund. Yet such locals stand in need of financial support to a certain extent to enable them to take the proper steps for insuring their existence. I am, therefore, of the opinion that a special fund should be created to help those new locals that are drawn into troubles from which they cannot extricate themselves. Up till now such help has not been rendered and the results are anything but cheering.

Not so many new locals would have ceased to exist had we been in a position to render

the necessary assistance. To a certain extent we have been compelled to suspend our wonted activity to conquer new territories where our trade is being carried on.

Yet there is nothing to complain regarding our new locals. In many cities both our old and new locals are in fairly good condition.

The following locals have been chartered since our last convention in 1910:—

CHARTERS ISSUED MAY 1910

Local No.	Organized	
	1910	
72 New York Dressmakers.....	June 1	
73 Amal. Ladies' Garment Cutters Phil.....	" 14	
74 Hartford, Conn., Ladies' Garment Workers.....	" 15	
75 Worcester, Mass., Cloak & Skirt Makers	" 27	
48 Cincinnati O., Ladies' Garment, Workers	" 27	
76 Chicago Cloak & Skirt Pressers Aug. 12		
77 Boston, Mass., United Rubber . Garment Workers.....	" 23	
78 St. Louis Cloak Operators.....	Sept. 12	
79 Brooklyn, N. Y., Cloak & Skirt Makers.....	" 16	
80 Bridgeport, Conn., Ladies' Tailors & Dress Makers.....	" 23	
20 New York Rain Coat Makers.	" 25	
30 Albany, N. Y., Ladies' Tailors.	Oct. 15	
31 St. Louis, Mo., Cloak & Suit . Pressers.....	Nov. 1	
40 Springfield, Mass., Lad. Tailors	" 4	
52 Los Angeles, Cal., Lad. Tailors	" 7	
54 N. Y. Bonnaz Embroiderers' U.	Dec. 5	
53 Phil. Cloak & Skirt Cutters....	" 5	
59 Washington, D. C., Ladies' Gar- ment Workers	" 16	
61 Montreal Cloak & Skirt Press.	" 19	
8 San Francisco Cloakmakers...	" 19	
60 Ladies' Tailors, Troy, N. Y..	" 21	
13 Montreal Cloak & Skirt Makers	" 23	
	1911	
14 Toronto Cloak Makers.....	Jan. 4	
18 St. Louis Cloak & Skirt Mkrs.	" 4	
19 Montreal Cloak & Suit Cutters	" 10	
28 Passaic Ladies' Gar. Workers.	" 20	
29 Cleveland Cloak & Skirt Ein..	" 24	
22 New Haven Lad. Gar. Wkrs..	Feb. 6	
81 Chicago Cloak & Suit Cutters.	" 18	
82 Kalamazoo Corset Workers...	Mch. 18	
84 Boston Petticoat Makers.....	Apr. 3	
85 Toronto Ladies' Gar. Cutters..	" 3	
85 Cincinnati Skirt Makers' Union	" 13	

87 Savannah Lad. Tail. & Dress.	May 15
88 Boston, Mass., Chil. Dress & White Goods Workers.....	" 18
89 Louisville, Ky., Lad. Gar. Wkrs	" 18
90 Buffalo, N. Y., Lad. Gar. Wkrs	" 19
91 Worcester, Mass., White Goods Workers.....	" 24
92 Toronto Cloak & Skirt Pressers	" 20
93 St. Louis Alter. Lad. Tailors..	June 4
95 Detroit Ladies' Garment Wkra.	" 5
94 Chicago Skirt Makers' Union..	" 5
96 Toledo Gar. Workers' Union..	July 5
97 Winnipeg Lad. Gar. Workers.	" 17
98 Cincinnati Cloak & Skirt Pres.	Oct. 4
99 Pittsburg Ladies' Tailors.....	" 24
100 Providence Lad. Tails. & Dress.	" 30
101 Richmond Ladies' Gar. Wkrs.	Nov. 2
102 Montreal Raincoat Makers' U.	" 13
103 Cleveland Bohemian Cloak & Skirt Pressers.....	" 27
104 Cleveland Hungarian Cloak & Skirt Makers.....	Dec. 2

1912

105 St. Louis Custom Lad. Tailors	Mch. 5
106 Stockton, Cal., Alteration Lad- ies' Tailors.....	May

LOCALS DISSOLVED

Local-No.	
39 New York Petticoat Makers.	
40 Springfield, Mass., Lad. Tailors' Union.	
46 Philadelphia, Pa., Ladies' Garment Wkrs.	
51 Newark, N. J., Ladies' Shirtwaist Mkrs.	
54 New York Bonnaz Embroiderers' Union.	
59 Washington, D. C., Lad. Gar. Wkrs. U.	
66 Carmel, N. J., Ladies' Garment Workers.	
70 New York Misses' & Children's Dress.	
74 Hartford, Conn., Ladies' Garment Wkra.	
79 Brooklyn, N. Y., Cloak & Skirt Mkrs. U.	
84 Boston, Mass., Petticoat Makers Union.	
88 Boston, Mass., White Goods Workers' U.	
93 St. Louis, Mo., Alteration Lad. Tail U.	
96 Toledo, O., Ladies' Garment Workers.	

AMALGAMATED WITH OTHER LOCALS

(October, 1910)

24 Phila., Pa., Skirt Makers' Union.	
58 Phila., Pa., Cloak Makers' Union.	
65 Phila., Pa., Cloak & Skirt Pressers' Union	
31 St. Louis, Mo., Cloak & Skirt Pressers' U.	
18 St. Louis, Mo., Skirt Makers' Union.	

CHARTERS REVOKED

38 New York Ladies' Tailors' & Dress. U.	
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The Cleveland Strike

At the end of March, 1911, our General Executive Board held its quarterly meeting at Cleveland, Ohio. Among the various committees that have then appeared with certain requests there were also committees representing the Cleveland locals. They asked the Board to help organize the workers and prepare them for presenting demands to their employers. They also submitted a list of demands decided upon by the employees of the various branches of their trade and asked the Board to sanction them.

In view of Resolution No. 48 adopted at the last convention and referred to the General Executive Board for action, the Board took immediate steps to give effect to the resolution. After an exhaustive analysis of the demands the Board approved them and sent one of its organizers to prepare and bring the employees into line. This organizing work was successfully carried out.

Toward the end of May, 1911, Vice-President Feit, representing Cleveland, requested us to call a special meeting of the General Executive Board to discuss the situation. At this meeting Vice-President Feit had shown that the situation was such as to necessitate quick action, otherwise the organizing work carried on till then would be so much wasted effort. For after the season being in full swing it would no more be possible to get the workpeople out of the shops in the event of a strike being called. This suggestion was strongly convincing and we decided to repair to Cleveland and present the demands forthwith.

A few days elapsed and no reply from the manufacturers having been received, the Cleveland Locals sent a committee to negotiate with them and avoid a strike if possible.

The manufacturers, however, refused to deal with the committee. This left us no alternative but to call the strike. On June 7th, 1911, a call was issued to which some ninety per cent of the employees responded and vacated the shops.

The general office sent a number of experienced men to the scene. They together with the local officials, took charge of the strike. We also organized a committee to guard against Cleveland work being done in New York. The strike was conducted as systematically as it was possible under the circumstances. Although the strikers were composed of nine nationalities, yet good order prevailed.

During October, when the strike leaders perceived that funds were diminishing and strike expenses were increasing, a number of our locals sent in requests for a special convention to be held to consider the situation. This convention appointed a committee to proceed to Cleveland with full power to call off the strike, should they find it necessary. The committee was further authorized by the convention to levy a 50 cent tax upon all members of the International Union to cover all needful expenses involved in meeting all liabilities and to support all those that were likely to be discriminated against. On arriving at Cleveland the committee found that the circumstances necessitated sending the employees back to work and to renew the struggle on a favorable opportunity presenting itself.

The strike was not won, but the International Union demonstrated to the manufacturers that it is a power to be reckoned with and that a fight with us was too costly to be undertaken in the future. The strike lasted six months and cost \$340,000. The International Union contributed from its treasury nearly \$100,000. About \$200,000 was contributed by the New York locals connected with the Joint Board and the balance was received from the rest of our locals and labor and progressive organizations in all parts of the land.

But although the strike was temporarily called off, the struggle has since assumed a different character. A campaign of agitation and education among the consumers and the public generally has been launched several months ago and a special committee of four ladies is touring within a wide radius of the disturbed locality, agitating against Cleveland made cloaks and suits and directing attention to the fact that the struggle has in more senses than one not been given up and will not be given up until the manufacturers agree to arbitrate their differences with their employees and recognize the principle of collective bargaining, by conceding the arrangement of price committee composed of employers and employees. It remains for this convention to decide as to whether or not this agitation is to be continued.

International in fact as well as in name

Until a short time ago our organization was international in name only. In reality 95 per cent of our membership consisted of workers of one nationality, and our territory was

bounded in New York within a stone's throw of the General Office. Now, however, (it is with no little pleasure that I mention the fact) our locals are spread over the entire American continent. We have a considerable membership in the Canadian provinces. We have locals as far west as California and as far south as Georgia. Even though there are few factories in those places yet in every city a number of ladies' tailors are to be found that may be organized. So far we have three locals in the south: Louisville, Ky.; Richmond, Va., and Savannah, Ga. True, these three locals are as yet numerically small. But it is important for the ladies' tailoring trade that the workers in these cities should be unionized. Besides, our membership includes nine different nationalities, the Italian element alone may be counted in thousands. My opinion therefore is that the Italian members should have a representative in the incoming General Executive Board.

In view of the difficulty of organizing in one local workers of several languages, I would regard it advisable to amend our constitution, giving the General Office the right to issue charters to workers speaking a particular language, if they cannot otherwise be organized. Naturally such locals must be under the supervision of the existing joint Board or district council.

Another suggestion that occurs to my mind is that our duties have not ended with the fact that we have succeeded in extending our sphere of jurisdiction to the Dominion of Canada and that our locals in Toronto and Montreal are in good shape. I am of opinion that as an International Union it behooves us to establish connections with the Mantle or Cloak Makers of England, Germany, France and Austria. There are many reasons why it is important for us to know what these organized workers in Europe are doing and to communicate to them the conditions in America. Apart from our belief in the dictum "Workers of all countries unite," such communication with our European confreres are essential for purely economic purposes.

In course of our last general strike in New York, many cloak manufacturers and a large number of retailers imported large quantities of finished goods from Europe. Despite the heavy duties on imported goods these articles did not cost them much more than if they were manufactured here. This is due to the fact that wages are much lower in Europe than in America. Should a reduction in

the duties ever take place, in accordance with the wishes of the free traders, it may mean ruin to the American labor market.

Recently the cloak makers of Berlin and Vienna went on strike for higher wages. At such time, it appears to me to be our duty to place ourselves into close relations with them and help them to win higher wages and shorter work hours.

Another valid ground for our interest in the European workers of our trade is connected with the question of immigration. Cloakmakers from Europe come to America in large numbers. We must therefore see to it that on their arrival these people should already be union men, that they should be imbued with practical ideas concerning our customs and methods and should be enabled to fulfill their duties as conscious workmen and be able to demand proper pay for their labor.

Our Local Autonomy

Early in the existence of our International Union, when it was still small and insignificant, our organizers believed that the only possible way to make our union grow and increase was to give its affiliated locals full autonomy to conduct and settle strikes at their discretion. This autonomy has gone so far that even when local haste and recklessness entails a good deal of local suffering, the International officers are powerless to interfere. But of late, since our International Union has become a big organization and the labor world is watching our actions and methods, and in view of the fact that one wrong step taken by a local is calculated to cause embarrassment to an entire International Union, which may thus react unfavorably on the labor movement in general—having regard to all that, I have come to think it absolutely necessary that strikes, be they big or insignificant, should be under the direct control of the International Office, and that no strike shall be called or settled without the sanction and consent of the International Union.

One or two facts in connection with this question will serve to show how local actions of this kind have almost endangered the existence of the International Union. The Ladies' Waist and Dressmakers' Union, Local No. 25, has carried on an extensive agitation with the object of organizing its trade and for the purpose of calling a general strike. The Local resorted to various expedients in order to reach the masses. But at the commence-

ment of the fall season only a comparatively small number of employees had joined the Union. Yet, the leaders of Local No. 25, did not stop to consider this point, but proceeded to refer the question of a strike to a vote of all its members, a majority of whom voted in the affirmative. The general officers, after investigating the matter, found that less than 10 per cent of the workers in the trade took part in the voting. Consequently the General Executive Board could not indorse the strike. Thereupon the Local leaders raised a hubub. Protests and accusations of betrayal were hurled at the General Executive Board. It so happened that the Local treasury did not even possess the first needful hundreds of dollars to launch the strike. It was only the knowledge that the general office would refuse to give financial support that made the local officers abandon the idea of a general strike very reluctantly and with some chagrin. Had the local possessed money in its treasury it would no doubt have disregarded the attitude of the General Executive Board and would have called a general strike. So small were the chances of success under the circumstances referred to that it would not only have involved in ruin Local No. 25, but also other locals, possibly the entire International Union.

A similar example is now afforded by the Ladies' Tailors and Dressmakers' Union, Local 38. Last year this Local with the assistance of the general officers successfully conducted a general strike and a settlement was arrived at with 95 per cent of the employers in the ladies tailoring trade. Soon after the settlement, the Local began a series of shop strikes and suffered defeat in every one of them. We have many times called the Local's attention to Article 10, Section 5, of our constitution, which provides that when a settlement is effected with the aid of the general office no shop strikes may be called by the Local without the general officers' sanction. But Local 38 has continually violated this provision. The result is that the Local has not been able to control half the number of shops which had signed contracts last year.

Recently, when the Local conducted a strike at one of the largest shops in the trade, and the general officers exerted themselves to bring the matter in dispute to a settlement, the employers declared that only then would they agree to a settlement when the general office would undertake to be responsible for the actions and conduct of Local

38. The Local agreed to transfer the full responsibility to the general officers, but no sooner was the settlement effected than the Local executive went back on their promise to the general office and continued sowing its wild oats to its own detriment. It is fair to say that the blame does not rest with the membership, but rather with the Local leadership. Some of the Local officers are absolutely incompetent and continually endanger the interests of the union. On them lies the sole responsibility for all the pitfalls into which the Local has since strayed. This impractical local autonomy has rendered the general officers powerless to correct the Locals' errors. To wait until the membership will discover the errors of their leaders' ways would only cause this want of discipline to become chronic and would render chaos and confusion worse confounded. Meanwhile the International Union is confronted with a great responsibility which it ought not to bear without corresponding powers. But not possessing these powers, the General Executive Board felt compelled to revoke the Local's charter.

Another case of this kind occurred in Boston, where a number of hot-headed and unscrupulous individuals called a general strike without even consulting the general office. Then the ring-leaders left the strikers in the lurch and themselves went back to work. This doubly treacherous action was the immediate cause of the members of our three Boston locals being locked out. After a thorough investigation the general office called off this illegal strike. But for some time after, half of the members of our Boston locals remained without employment. All these cases constitute sufficient grounds for investing the General Executive Board with powers of control in local affairs.

Difficulties in Admission of Members

Ever since the settlement of the general strike of 1910, several locals in New York have taken up a position with regard to the admission of members, making it hard and almost inaccessible for those who desire to join the Union. Apart from the fact that \$28.00 initiation fee is far too high a sum to charge to the workers of our trade, some locals are causing additional hardships and at times entirely close the doors against new comers. Quite a number of people apply to the general office daily for relief from these harsh measures. Yet in view of the existing

local autonomy we are unable to grant relief. In many cases the general officers made personal representation to the locals, recommending certain members for easy admission, but without avail. I would therefore recommend that the convention adopt a resolution laying down the rule that the local books shall always be open for admission of new members and setting a maximum sum of initiation fee above which no local may go.

Who Shall Pay Strike Benefit?

Side by side with the growth of our International Union in size and prestige is exhibited our helplessness to keep our locals together. When a strike is called by any of them they are compelled almost in the first few days to apply to the International office for financial support. At times we feel unable to grant their requests, since the International Union is neither obligated nor in a position to pay strike benefit, as the present per capita is insufficient for this purpose. This is the direct cause of the failure of many strikes and the disintegration of the local thus involved.

The sole objection to the raising of the per capita for the purpose of enabling the International Union to pay regular strike benefit comes from the bigger locals of New York. Presumably they fear that their money will be spent on strikes in connection with other locals. That there is no cause for this fear can be demonstrated by the Cleveland strike. Local No. 1, with a membership of 11,000 has contributed some \$35,000, an average of \$3 per member, while Local No. 25 with a membership of some 4,000 has contributed only \$300, an average of less than 8 cents per member. The same calculation applies to many other locals.

It thus transpires, according to the present system, that in course of a strike the bigger and richer locals ultimately donate almost all of the needed funds to carry it on, while some locals contribute nothing at all. Again, it is well known that precisely those locals which give little or nothing for a strike, continually have to apply to the International Union for support, whenever they are in trouble, for the reason that they never give their treasury sufficient rest to enable them to carry on strikes with the aid of their own resources.

Cost of Strikes Unequally Distributed

We cannot escape the fact that the smaller and poorer Unions have more strikes in proportion to their members than the locals possessing ample funds. If all the locals were to pay a like per capita to provide for strike benefit, the cost of strikes would be proportional to all the locals, while today this cost is most unequally distributed. On the other hand, if a local would not or could not comply with the payment of an increased per capita, such local would be expelled from the International Union and the benefit obligations of the parent body would naturally cease.

Such a reform would also set aside many useless and futile strikes. At present every local is free to call strikes at any time, and often conflicts arise which could have been avoided or easily settled. But when the local refuses to effect a settlement the general office is powerless to intervene. After the local has recklessly taken too deep a plunge to emerge by its own efforts it becomes a question of its very existence. When a local being in this plight, applies for financial assistance the general officers are reluctantly compelled to grant it. But were the International Union invested with the function of paying strike benefit a searching investigation would necessarily precede the calling of any strike and proper care would be taken to ascertain whether the circumstances do or do not warrant a strike.

Lately it has been sufficiently demonstrated that the levying of an assessment in aid of strikes is a signal failure. In the first place it is difficult to collect it, secondly, almost a whole year lapses before the locals pay it. But if it [redacted] the form of an increased per capita the locals must pay it, just as they pay at present the small per capita.

Regarding the Death Benefit

Our constitution provides that in case a member dies there shall be paid to his or her estate a sum beginning with \$50 after one year membership, increasing by \$50 every year, until when the member has reached ten year's membership or more, his heirs are entitled to \$500. To render themselves entitled to this benefit it was further provided that members must register their names in the general office and pay a 50 cents premium. The calculation was that upon 100,000 members registering their names a sum of \$50,-

ooo would be realized that would prove the nucleus of a strong fund. Our membership is mostly composed of young men and young women and few, if any, cases of death happen during one given year, so that the International Union would be able to cover the cost of this benefit for the first ten years without any difficulty. Another calculation was that since we have in our trade a large number of women workers who change their employment very often, the death benefit fund would continue to be strong without extra assessments. But reality did not verify our calculations. For only a few hundred members had their names registered, so that the whole arrangement looks like a joke. I therefore recommend that if the registration cannot be made compulsory on all our members, the whole provision be omitted from our constitution.

The Election of the General Executive Board

The main reason why the members of the General Executive Board are chosen from various cities is to afford an opportunity to all parts of the country to be represented in the management of the Union. Mostly, however, they are selected for their particular competency or acquired practice in trade union methods and tactics. It is assumed that at the psychological moment, when their services might be urgently required, they would be near at hand to settle disputes between employers and employees. Only when the members of the Board possess such qualities can the Board as the 'executive body adequately fulfill its functions and duties. It is self-evident therefore, that when the members of the General Executive Board should be called upon to do this work, they must of necessity devote all their time to the service of the International Union and be regarded as organizers. Heretofore this has not been our usual practice. Some of our general officers are also paid officers of their respective locals, others are shop employees, and it has frequently happened that when, in order to save expenses, the International Union had need of their services out of New York to settle shop troubles, the paid local officer or shop employee was unable to leave his work or official duties and the service of the International Union was neglected. An ordinary organizer, not an officer, if sent anywhere, does not have the moral atmosphere or official authority surrounding a Vice-President of the International Union. I would there-

fore recommend that the incoming General Executive Board should be selected from men capable of acting as organizers and should be paid officers of the International Union.

Jurisdiction Disputes In Our International Union

Some two years ago, before our locals in New York had attained their present numerical size and had not as yet controlled any shops, questions of jurisdiction were not known among us. Each local tried to do its share in bringing the unorganized into line. It made no difference where a member belonged, so long as he belonged to one of the locals affiliated with the International Union. But when these local unions grew into thousands of members, the problem of finding employment for all of them made its appearance. A good many of our members believe that the unemployment problem arises from the employees of another local doing their work and they imagine that the amalgamation with or absorption of that local in their own would restore them to full employment. It is precisely this idea that leads Local No. 1 to suppose that because the members of Local No. 17 make up big sized cloaks for lower prices, therefore the members of Local No. 1 have no employment. Similarly, Local No. 23 believes that because the members of Local No. 25 make up dresses, which have lately come into fashion, therefore Local No. 25 should become part and parcel of Local No. 23 and thus the problem of securing employment for all of its members would be solved once and for all.

That this belief is mistaken can be clearly seen on closer examination. For even though one local should become absorbed in the other the members of the absorbed local would still be making the particular work and the extent of unemployment would remain the same as before. On the other hand, the difficulties of giving complete satisfaction to all its members would increase. The big locals are already much too big numerically and cannot satisfy all their members. The result of any absorption would be that the absorbed members would sooner or later fall out of the ranks. Here is an example in point:—Some time ago Local 25 had absorbed the members of the former Local 60. At the present time, however, not one member of that past Local now belongs to the Union. Even Local 79 of Brooklyn, since dissolved, did have well attended meetings, while now that its mem-

bers have joined the locals affiliated with the Joint Board, such is not the case.

If differences now exist among the locals of New York in regard to the admission of members, or in regard to work-prices, they can be adjusted by an arrangement of having the initiation fee the same in all locals. A similar arrangement can be arrived at in the matter of work-prices. Again, no good results can follow the absorption of thousands of members in another local, unless they do so voluntarily and not through being compelled by a decision with which they may not be in complete agreement. Such members would eventually prove harmful rather than useful.

In order that such questions should not monopolize the precious time of the convention, I consider it advisable that the locals concerned elect committees from themselves to discuss and arrive at some workable plan of how to maintain friendlier relations in the future, instead of the desire to swallow up each other. I therefore recommend that before the convention takes up the jurisdiction question for discussion the delegates of the locals concerned elect committees to discuss grievances and adjust disputes and prepare a ready scheme for adoption.

The Transfer Question

Of late our trade is assuming such a character that it is sometimes difficult to determine to which local the employees of a certain shop should belong, where cloaks end and reefers begin, or where skirts and dresses end and waists and dresses begin. The members of one local are proficient in the work controlled by another local and it transpires that members of Local No. 1 find employment in a shop under the control of Local No. 17, or that members of Local 25 start working in shops controlled by Local 23. When this happens the shop delegates show off how rigorously they can rule, permitting no one to commence work unless he or she is a member of the Local Union in control, or they order the newcomer to immediately transfer his membership. It frequently happens that the transferred member loses his job a few days later and goes to work in a shop controlled by another local, when he is again required to transfer his union card. This entails much needless hardship on the members.

It is therefore requisite that the convention should fix the length of time a member can

work in a shop controlled by another local before he is obligated to transfer his membership.

Our Press

In our report to the last convention reference has been made to the publication of the "Ladies' Garment Worker" in English, Yiddish and Italian. I have now great pleasure to inform you that besides our Official Journal, the "Ladies' Garment Worker," published by the General office, our New York locals also publish a good Yiddish weekly paper, the "New Post," a weekly Italian paper, "Di Loti de classe" and a monthly bulletin in Russian, together four papers in four different languages.

The expenses involved in the three publications of the Joint Board are covered by the payment of one cent a week extra by every member. In view of the increased cost of these publications occasioned by their being separately managed, I would advise the merging of all these four publications under one management and all members of the International Union should be taxed one cent extra a week and be entitled to a copy of either publication. The "New Post" and the Italian paper to be issued weekly as heretofore. These papers will thus cease to bear an exclusively local character, but will under the new management be closely identified with the interests of the Ladies' Garment trade in general. The "Ladies' Garment Worker" would continue to be our English monthly journal, while the Russian Bulletin would also remain a monthly but in enlarged size.

Injunctions.

At the last convention in Boston, we have reported that a permanent injunction has been issued against our Local in Baltimore, checking the activity of the union and rendering it powerless to maintain its position. The convention then instructed its officers to take the case to a higher court. This was done and we are in a position to inform you that owing to a special law existing in Maryland State that unincorporated societies cannot be held responsible, or in contempt, for acts committed by its members the injunction has been annulled, entailing upon the employers all the court expenses involved in the case.

Let me call your attention to the latest injunction issued against our members. In the strike of our Local 82 against the Kalamazoo Corset Company, now in progress, a judge has issued a temporary injunction to which

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answer by our Union must be filed eight weeks subsequently. Meanwhile the strikers are prohibited to picket the factory and the strike is thus in some danger.

In my view the convention must take this matter under advisement. It might be considered expedient not to file an answer at all, because all the same it would be useless, and instead proceed with our usual work and let the law take its course. In the first place it will not pay the employers to arraign all the strikers and send them to prison, just as it did not pay the cloak manufacturers of New York to have thousands of strikers arrested for contempt.

It is the duty of all liberty-loving people to fight against every sort of tyranny, whether it is exercised by a Czar, a judge or a capitalist. A law which is ignored by thousands and tens of thousands of people must sooner or later be abrogated.

In conclusion let me thank our General Executive members and our paid and voluntary organizers for their wise counsel and their self-sacrifice at all times of difficulty. I also desire to thank all progressive and labor organizations, the press, the Jewish Daily "Forward," the New York "Call," the Chicago "Labor World," for their assistance, enabling us to obtain moral and financial support during our strike.

I also wish to thank the American Federation of Labor and its organizers for helping us to organize new locals. I am especially indebted to Brother Samuel Gompers, President and Bro. John B. Lennon, Treasurer, of the Federation, for their personal services at the time of the general strike in New York and to Brother Harry D. Thomas, Secretary of the Ohio Federation of Labor, for his energetic work for the Cleveland Strike.

In the hope that the convention will accept my report and give favorable consideration to my recommendation, I remain with fraternal greetings to all the delegates.

A. ROSENBERG,
President

The President's report was referred to the Committee on Reports of Officers.

Upon motion it was decided that the convention shall be in session from 9.30 to 12.30 in the morning and from 2 to 5.30 in the afternoon.

The President called on Mr. Meyer London, attorney for the J. B. of N. Y., who was received with enthusiastic applause.

Mr. London said:

"It is a pleasure to be at this convention and to realize that the impossible has happened, that men and women ever held as incapable of organizing have now taken such a proud position in the American labor movement. The garment-worker has been despised throughout the English-speaking world. There was a sort of contempt for the tailor. There was an English proverb to the effect that it takes nine tailors to make one man.

"He, the tailor, seemed to be utterly incapable of those noble virtues which go to make true civilization—the virtue of solidarity, the virtue of co-operation, the virtue of self-subordination, self-sacrifice in the interests of humanity. The union has now shown to the world that they do possess the noble virtue of sacrifice, and let me tell you comrades, brothers and sisters, that all the theoretical philosophers, all the dreamers, all the books, all the academies, and all the pamphlets and platforms are worthless in comparison with one great, solid fighting union of labor. (Continued applause.) Let dreamers spin out their dreams, let philosophers write their glorious books about the great struggles of classes, let theoreticians reason out how future society will develop, but unless men and women are willing and ready and able to sacrifice the present moment, all that is dear in life, in order to obtain an advantage, in order to obtain a substantial gain for the great masses of the people, there can be no real or permanent improvement in the labor movement, which is ever the light of civilization, of true humanity. Strengthen, then, your organization, not on narrow lines, not on conservative lines, not on orthodox lines, but have your eyes open to all progressive thought, your minds open to every progressive philosophy. For dogmatic philosophy and theory are mere dust and smoke compared with the real fire of the revolution which can only come as a result of thorough organization of the laboring classes for their ultimate emancipation. (Loud applause.)

The convention adjourned at 12.30 P. M.

Tuesday, June 4th, Afternoon Session

President Rosenberg in chair.

Absentees:

M. J. Aspis, B. Fried, Saul Metz, Samuel J. Ringer, Morris Stelzer, Local No. 1; Reuben Bernstein, Morris Deitch, Philip Greifer, J. Halpern, M. Kushner, Abe Mitchell, Meyer Palefsky, Local No. 9; Max Finkelstein, Jacob

Press, Local No. 11; H. Salutin, Local No. 14; Jacob Kaplan, Meyer Perlstein, G. Wishnak, Local No. 28; Morris Goldovsky, Local No. 35; Dave Berkowitz, Local No. 46.

The minutes of the previous session were read and confirmed.

President Rosenberg called upon S Ninfo to report for the Credential Committee.

S Ninfo reported that the committee recommends that the credential of James Law be accepted to substitute delegate Brother Howard, representing Local No. 83 of Toronto.

Upon motion it was agreed to accept the report of the committee and to seat Brother Law.

The Credential Committee also recommended that the case of the Cloak and Suit Foremen Cutters' Association of New York City and vicinity be referred to the Organization Committee, and that the credential should not be recognized. The committee further recommended that Sister McGinty shall not be seated because she has not been legally elected by the Bohemian Local No. 103 of Cleveland; neither did she bear a credential from that local union, and that local has furthermore not paid any *per capita* since it has been chartered.

Brother Berkowitz, organizer of Cleveland, was then granted the permission of the floor to speak on this subject. He stated that a meeting of the Bohemian Local No. 103 was called on May 2nd, 1912, but after the last general strike there has been some dissension in the ranks, especially among the Bohemian people, and therefore this meeting was not a success. They lacked confidence in their officers.

In view of this fact the Cleveland officers approached the Cleveland Federation of Labor and asked them to extend a helping hand to assemble a meeting of the Bohemians. They promised their support in endeavoring to get the people back into the union. A meeting was then called at which Mrs. McGinty was elected a delegate to represent the Bohemian Local No. 103.

Brother Feit contended that the Bohemian Local was originally a sub-local to Local No. 37. They, however, wished to form an independent local, and therefore applied for a charter, which was granted. They have been paying *per capita* all along, but did not purchase any stamps under Local No. 103 since they had a supply on hand which they bought while a sub-local of No. 37. It is true that the secretary-treasurer has no record of their

having bought any *per capita* stamps in the international office, but they had the due stamps before they received their charter.

A motion was then made to the effect that Mrs. McGinty be seated as a delegate with a vote.

Delegate Schwartz spoke against the motion.

After a lengthy discussion it was agreed to seat Mrs. McGinty with a vote.

President Rosenberg then introduced Frank Morrison, secretary of the American Federation of Labor, who said:

"I desire to extend to you the greetings of the American Federation of Labor at this eleventh convention, and bid you God-speed. I want to say that this is the first convention of the garment trade that I have had the opportunity and privilege of addressing. I can look back many, many years in the history of the garment workers' trade. I know from information and observation the conditions under which the garment workers have had to struggle: long hours and low wages. I have read of the strikes in the busy season for better conditions, when the employers would say their employees were taking advantage of them. But I have noted that when the busy season ceased, the employers took advantage of the garment workers. I have watched the Ladies' Garment Workers' Union from its infancy when it only contained a few thousand members.

In June, 1910, President Gompers, Mrs. Morrison and myself attended that magnificent meeting at Madison Square Garden, where the great theatre was filled and thousands were endeavoring to gain admittance. It was the greatest outpouring of the workers of any trade that it was ever my privilege to witness. As a result of four years' agitation you forced your employers to enter into an agreement with the International Ladies' Garment Workers' Union. As a result, you have been able to keep your organization intact; you have been in a position to hold your employers to their agreement, and in so doing you have sustained this splendid organization.

"I have watched the growth of many international unions; I have watched the growth of the United Mine Workers of America, who now have 311,000 members in good standing. In 1897, I, as the Secretary of the American Federation of Labor, issued a call for the executive officers of every international organization to meet in Wheeling, W. Va., to take up the question of assisting the United Mine Workers to secure an eight-hour day.

In 1897 the organization of miners had 7,000 members. The United Mine Workers said to the employers: 'We propose to secure an eight-hour workday,' but the mine owners laughed and said that the Mine Workers' Union had only a few thousand members, and they had 150,000 working in their mines. The men will not strike, they said, but the officers of the American Federation of Labor and the miners knew that there was a sentiment among the miners for an eight-hour day, and they wanted it badly enough to strike for it. A strike was ordered and 150,000 miners laid down their picks and came out for the eight-hour day and kept out until they secured it.

"In 1897 there was not one union miner in the anthracite region. We directed an organizer to go to Hazelton (Frank Weber of Milwaukee), to ascertain the opportunities of organizing the miners there. He returned and reported that there was not as much sentiment as there should be, but he was of the opinion that the sentiment could be aroused. The miners were organized, and they secured an agreement, and as a result of that agreement, the anthracite miners were thoroughly organized. The anthracite miners secured their victory by striking and they then followed the example that the garment trade had practiced for years. After the strike was won and the conditions secured, they dropped out of their union and showed no willingness or desire to return to the organization, until the employers, seeing that they were disorganized, immediately reduced their wages and subjected them to conditions which were objectionable. The miners then came back to the union. If, however, they had remained in their organization and paid their dues, and thus strengthened their union, the mine owners would not have been in a position to reduce their wages.

"I want to say to you garment workers that you have been successful in building up a good organization. See to it that the members remain in the union and do not permit petty jealousy among the officers, and personal jealousy among local unions to interfere with this 'great organization of yours. Let every one say that we are going to build the greatest garment workers' union that this country has ever seen."

"I felt keenly the fact that the success at Cleveland was not what it should have been, but let me tell you, my friends, that we have sent organizers to various parts of the coun-

try, and have had them working months and months, seemingly without any effect, but the idea of organization gradually permeates them, and when an organizer came again, the sentiment was ripe, and he will succeed in forming the workers into a union and secure for them improved conditions. These organizers, who worked for months, planted the seed of unionism.

"Here, today, you are building for the future. Be careful in building that you do not pull down part of the structure; that you do not go back to the yearly strike, and when the busy season is over permit the employers to reduce your wages.

"I realize the nature of the conditions in your trade and the other trades, and I know that it means much to retain the organization you have and to strengthen it. Resolutions are good, but 70,000 or 80,000 men in a trade union, obeying the laws of the union, and standing by each other, will secure conditions which neither legislation nor resolutions can bring about.

"I want to cite the conditions which existed among the granite cutters, a small international union, about 13,000 members. Its members do not mind paying an assessment of \$3.00 a week to secure improved conditions. A number of years ago we were urging Congress to pass an eight-hour day for all work done by the government, either by contract, or on government property. Talking with Vice-President Duncan of the Federation, also secretary of the Granite Cutters, I said to him, 'Never mind the legislation; strike for the eight-hour day.' They struck for the eight-hour day and they secured the eight-hour day, and followed it with an increase in wages.

"I want to mention another trade, the International Typographical Union, of which I have the honor to be a member. The printers were working ten hours a day in 1896. At the convention of the printers in that year, I advocated eight hours, and made a strenuous fight to secure it, but I was defeated by a vote of 23 for eight hours, and 117 against. The convention, however, decided in favor of demanding the nine-hour day. The convention believed that they could secure nine hours, but that it would be difficult to enforce an eight-hour day. I contended that if we did not secure the eight-hour day, it would take ten years before we could again inaugurate a campaign for an eight-hour day. The nine-hour day was secured, and just ten years

after that time, the international organization inaugurated a campaign for an eight-hour day, and in the campaign expended four million dollars, but they established the eight-hour day in the printing trade in this country. The miners, the granite cutters and the printers secured their eight hours by united effort, by standing like a rock behind their international officers with the statement that they proposed to continue the strike until they secured the eight-hour day.

"I am one of those who believe that with the trade thoroughly organized you can secure the conditions that you want, and I prophesy that within a short time, instead of 70,000 you will have over 100,000 members in your organization with much better conditions than you are now enjoying.

"I desire now to say a few words in regard to the Federation. In 1897 the American Federation of Labor had 256,000 members. From 1897 the membership increased until today we have 1,838,100 members paying per capita tax. This increase was not due entirely to the efforts of the officers and organizers of the American Federation of Labor, but to the combined efforts of the officers and organizers of the international organizations, and the members of all the unions preaching the gospel of trade unionism to those who were unorganized.

Each member of the Ladies' Garment Workers should say: 'Yes, I propose to strengthen our international union, I propose to cut out personal jealousy and secure as a member every garment worker, every worker who is without the jurisdiction of the International Ladies' Garment Workers' Union.'

"If every member of organized labor could bring in one member during the next year, instead of 1,838,000 members, we would have over 3,000,000. The membership of the trade union movement is climbing. We are organizing the wage-workers. We are reaching out a helping hand to the poorly organized trades for the purpose of strengthening them, and I believe that within the next two years you will see, as a result of the agitation, 100,000 or 200,000 members brought within our ranks.

"My friends, with the growth of the Federation and of the organized workers has come a corresponding influence in Federal and State legislation. If we want an eight-hour day, what we must do is to organize and to go out and get it. After years of agitation Congress has enacted an eight-hour law cov-

ering all work done under contract for the government of the United States. Last week the House of Representatives passed an anti-injunction bill and several other bills have been reported to the House with a recommendation that they be passed, which we hope to have enacted by the Senate before this Congress adjourns.

"Now, my friends, I am glad to have had this opportunity to be with you and to meet you. I feel that there is a great future before your organization. I now want to say that its future depends greatly on its representatives—125 in number—who have it within their power to increase its efficiency, and each delegate has his or her 125th responsibility resting upon them. Delegates, do your duty. Do what you believe is best for your people to secure improved conditions and cling to what you have got. If you will do that, at this and the succeeding conventions, you will march forward, rapidly.

President Rosenberg then introduced John A. Fleet, organizer of the American Federation of Labor.

Bro. Fleet said that the International Ladies' Garment Workers' Union is not alone an international organization in name, but an organization in fact. He was pleased to welcome the delegates to Canada, the most democratic country in the world. Canada was under a monarchy, but was not afflicted with the same injunctions and laws which prevail in the United States. The Canadian judiciary commands respect. With its immense territory, Canada had a department of labor, and was the first country in the world to use the union label on its printing. Heretofore, the opinion of our people has been that this department has more or less an influence to restrain organized labor instead of being of assistance. In the case of the miners of Nova Scotia they established a relief station, when the miners were out on strike. The man in charge of the supplies was called before the court and fined \$400 for feeding the miners who were out on strike. They must by all means oppose such a law. Bro. Fleet concluded by saying that the delegates were heartily welcomed to the Queen City.

The general secretary-treasurer then read his report, as follows:

To the officers and delegates of the Eleventh Convention of the International Ladies Garment Workers' Union.

GREETING:

In accordance with the provisions of our constitution, I herewith beg to submit my report and recommendations, which I hope will meet with your approval.

At the last convention I made use of the following remarks:

"I cannot help recalling the fact that when at a meeting of the General Executive Board in 1907, I expressed my conviction that within five years, I expected the membership of our International Union to reach the number of 20,000, my remark was greeted with incredulous smiles and looks of astonishment. Well, I believe that there is hardly a single delegate present who will think it an exaggeration to say that before these five years will elapse our membership will be more than double that number and that our International Union will take its place in the front ranks of American International Unions."

The measures adopted by that convention, resulted in a membership and form of organization which exceeded my most optimistic prediction.

For over twenty years the great problem of how to organize the great mass of the cloak and skirt makers of this country, consisting mostly of immigrants from different parts of the world and composed of so many nationalities, seemed quite insoluble.

How often has it been "scientifically" demonstrated to us that our task is impossible and hopeless and that trade unionism is played out and that the forces of the capitalist are too great for the workers and that the economic struggle is out of date? What a pleasure is the consciousness that all those "scientific," practical and clear-headed people, both inside and outside the labor movement, were mistaken.

For years all sorts of philanthropists, settlement workers, reformers and publicists tried to abolish the sweat-shop system, the evils of tenement work and home work; and with what little effect? Never in the history of the labor movement has organized labor demonstrated its force with such effect, as in the last strike of 1910. Within a period of a few weeks, we succeeded in abolishing those evils as far as the cloak and skirt trade is concerned.

Our Bill of Grievances presented to the Cloak Manufacturers' Association of New York City at the beginning of our great struggle of 1910, namely, low wages, unreasonable night-work, work in tenements and homes; the disregard of Sundays and holidays, sub-contracting, irregular payment of wages, exacting of security, the charging for material and power, the obligation on the workers to provide their own sewing machines, have been largely remedied.

The evils of sub-contracting which enabled a large number of men, often semi-skilled, to get fat at the expense of their helpers, have been abolished. The unlimited hours of labor, seven days per week, have been stopped. The operators are no longer dragging their sewing machines from place to place, in search of employment. The garret and cellar manufacturer has almost disappeared. Foot-power has practically been done away with.

We have not as yet reached the millennium in the cloak and skirt trade. In a trade which is being constantly overrun by a ceaseless mass of immigrants from all parts of the world, subject to seasonable fluctuations and freaks of feminine fashion, there still remains a good many problems to tackle.

So rapid are the changes in our trade, that before one class of problems is solved, one difficulty overcome, innumerable other problems and difficulties creep up for solution.

Before our present form of organization arose there were practically no difficulties, no problems. The workers had to submit to the dictates of the employer or quit the job. "Order reigned in Warsaw." It was a state of industrial despotism, tempered by spasmodic strikes and revolts.

*Radical Changes Needed in the Organic Laws
of our Constitution*

Ever since our New York Convention in 1905 when for the first time I had the honor of presenting my report to the delegates of our International Union, I took the privilege of calling the attention of our members

"to the defects of our Organization..... to the loose character of the affiliation of our locals.....to the ridiculously small Per Capita paid by our locals to the International Union and to the necessity of introducing a system whereby we can minimize the number of strikes and at the same time prepare ourselves for such eventualities. Under the present constitution not only do the locals find it useless

to consult the General Office of such strikes, but they also fail to notify the General Office of such occurrences. Quite different would be the case if the International Union had a General Defence Fund and if the Locals were aware of the fact that the treasury of the General Office is at their disposal in any strike they may contemplate. They would then first have to obtain the sanction of the General Executive Board. The existence of such a fund would have a restraining effect upon both our locals and manufacturers.....This in itself will do more in building up our International Union than all other means taken together."

At the last Boston Convention I again called the delegates' attention to the fact that

"with our present system and almost complete local autonomy and the Per Capita of 2½ cents per week, the General Office has neither the authority nor the means of doing anything substantial for its locals. Confined as it is to rendering 'moral support,' something which is dimly understood by the average member, the General Office has been condemned to lead a hand to mouth existence, depending for its very existence upon the good will and caprice of a few leading men of each local."

Further on in that report, under the heading of "Radical Changes Needed in the Organizing Laws of our Constitution," my report stated,

"Ever since I assumed the office of General Secretary-Treasurer, I felt all along that as long as our locals will "enjoy" as they do now, almost complete local autonomy and our present Per Capita from which the members get no more than 'moral support' in case of need, then our International Union, however large its membership may be at any time, will never be more, to put it bluntly and frankly, than a paper organization, always depending for its very existence on the few influential members in each local and for the great bulk of our members it will never be more than a mere name."

I therefore proposed a Per Capita of eight cents a week. To quote the precise words:

"The present Per Capita to be raised to eight cents per week, three cents of which to pay the ordinary expenses of running the General Office, keeping up an adequate staff of trained organizers, and pro-

viding each member with a copy of our official Journal, and 5 cents to go for the payment of strike benefit, only when strikes have been sanctioned by the General Executive Board."

I also submitted a set of amendments to the constitution restricting the rights of the locals in calling strikes and regulating their initiation fees and dues. The question of Per Capita was supported by all of the Cloak Makers' Locals, but the convention could not come to any conclusion owing to the plea of the Waist Makers and other locals, maintaining that their members are not in a position to pay higher dues. The rest of my amendments introduced the convention had no time to deal with. The result was that we made absolutely no headway in this direction. The present constitution of the International Union and the machinery provided for carrying on strikes and lockouts, is as backward and reactionary as ever. Our Locals are still in the position of the few nobles in the countries of the middle-ages when every Lord fortified his own castle and came to the assistance of his country whenever he felt inclined to do so; or similar to the American Indians who were divided into independent tribes, so that when a few thousand united Europeans invaded the country they were easily vanquished and the entire race destroyed. The convention must therefore take measures to deal with this extraordinary situation.

The Lessons of the Cleveland Strike

Soon after the signing of the Protocol it became evident to everyone that our position in New York would not be secure until the terms of the Protocol are extended to every center of the Cloak and Suit trade. As long as the employers in other cities have the privileges of running their factories to suit their own convenience, as long as their production will not be hampered by specific hours of labor stoppages on legal holidays, scale of wages and Boards of Grievances, the non-union manufacturer will succeed in getting the non-union people to make up the orders, while our people may have the "scale" or the "prices", but not the wages nor the earnings.

With a membership of about 70,000 in good standing and with over a quarter of a million dollars in the treasuries of the various local unions, the General Executive Board yielded to the pressure from our New York members and the clamor of the locals in Cleveland and called a strike in that city last June.

It did not take us long, however, to ascertain that the leaders of the strike were in the position of generals, who were 500 miles away from the base of supplies and had to depend upon their resources to conduct this battle and upon the caprice and good will of a few secretaries and Executive Boards of the large New York locals.

It is true that we received over \$300,000 for that strike, but it came in such a way and in such manner that it disheartened and demoralized our people in Cleveland and exposed our weakness to the manufacturers. After the \$40,000 the International Union had in its treasury was exhausted, we had to go begging from local to local each week for money. The difficulty in obtaining the money was not due to the fact that the locals were unwilling to contribute, but because each local was under the impression that they were contributing more than the others. The result was that instead of concentrating all of our time and energies in Cleveland, we had to devote our time and energies to going from city to city convincing the secretaries and Executive Boards of each local that the other locals were giving an equal amount.

Even after the Executive Board decided to donate weekly a specific amount, the collection of those amounts, however, were never made in time and depended upon the caprice and good will of the secretaries and treasurers of the locals. Thus, for instance, during the time of the General Strike of the Ladies' Tailors, Local No. 38, I passed a remark at the Joint Board to the effect that a certain local had no right over a certain branch of the trade over which it claims jurisdiction. The next day when I came to collect the amount due, I was given one-half of the original amount. Then the secretaries of the other locals followed suit. This was done without warning or giving me any notice.

I finally got the original amount voted upon, but I received it five days later and half of the strikers had to wait a week for their strike pay. On another occasion it was reported by one of the members of the Executive Board of a certain local, that President Rosenberg in a speech somewhere having made some uncomplimentary remarks on the conduct of the Executive Board of his local, he therefore issued an order to the secretary to stop the supplies. "If you will not see that our Local will get what it wants, you will get no money for your Cleveland Strike."

said one Executive Board member to me on one occasion.

Thus we were at the mercy of people who have no sense of responsibility and to whom personal squabbles were of greater importance than the issue of this national struggle.

Now it is not that our secretaries or Executive Board members of our locals are worse than the average trade union official. I do not know whether other people would act differently. It is quite natural that people who are entrusted with the funds of an organization should be slow in parting with it.

Much worse than the begging of money has been the raising of funds by means of appealing through the press. This constant clamor in the newspapers about the needs and the starvation of the people in Cleveland has completely demoralized them and strengthened the determination of the Cleveland manufacturers to continue the strike. The result was that we had to instruct the people to return to work when the season was practically over and the manufacturers had no work for them. A close calculation of the monies collected for Cleveland from various sources will show that the press appeal realized from outside sources a little over \$3,000, while the shop collections in New York City among the Cloak and Skirt Makers amounted to a payment of 8 cents per member per week. When we take into consideration the fact that in certain shops the members were taxed fifty and seventy-five cents and in some instances as much as one dollar, we must admit that the great majority of the Cloak Makers in the city of New York did not contribute one cent to that strike.

Thus while in one class of shops our people were overtaxed, others were not taxed at all.

No one can doubt for one moment that if an extra assessment of 15 cents per week had been levied, that if the officers, instead of dragging every cent from New York, with constant delay in the payments, would have been in a position to transfer \$100,000 at one time to Cleveland, and if no appeals had been made, the strike would have been won and our Organization preserved and strengthened not only in Cleveland, but also in New York and every other city in the U. S.

The financial impotence of the International Union has proved disastrous not only in the city of Cleveland, but had a baneful effect on our locals in Philadelphia and Boston, the next two cities of importance in the Cloak and Skirt trade. In the city of Boston,

the Pressers' Union, Local No. 12, presented demands to the employers without the knowledge and sanction of the General Executive Board, with the result that a General Strike had been precipitated last January, just at the time when the General Office was struggling to meet its debts incurred during the Cleveland strike. In Philadelphia a strike had been called, quite a useless one by the Executive Board of Local No. 2, at the firm of Ditmar which was lost. As a result of this loss, the firm of Slapin, the former partner of Ditmar, locked-out his work people. This strike was in progress for 18 weeks and was then settled on worse terms than the firm was willing to give to the union the first few weeks of the strike. The strike cost the local over \$10,000 and the International over \$3,000. During the progress of the General Strike in Cleveland the Chicago locals called a strike at the firm of Palmers which resulted practically in the loss of the entire organization in that city.

There is no doubt in my mind that if our constitution were to remain as it is, if the International Union were to continue to be confined to wielding no more than moral influence upon its members, it must eventually result in the loss of the cloak and skirt makers' unions outside of New York and this in turn must destroy the Organization in this city.

I am well aware that by carrying out the reform advocated the General Office must assume very heavy and great responsibilities, knowing the character of our members, their exacting nature, their proneness to grumble and kick against everything that is done outside of themselves. Still, those reforms must be accomplished. It is useless for the International Union to spend its energy to organize locals when they have not got the means or power to maintain and control them.

Every one of us is aware of the fact that our unparalleled victory during the summer of 1910, was due to the fact that we took our employers by surprise. We had practically no enemies within or without our ranks. Up to that time our Organization was very insignificant. We were pitied by our friends and despised by our opponents.

Now the situation is completely reversed. Our employers are organized. They have learnt our strength, but they are commencing to find out our weaknesses. We have now a large army of enemies both inside and outside our Organization. The large mass of sub-contracting pressers who were making

from \$50 to \$100 per week or more, the head-finisher who employed women and girls for ridiculously small wages, the contractors of the cellar and the garret employer, who were doing a thriving business before the strike, are gradually being pushed out of the trade. Even their last resort, the "co-operative shops," are going out of existence by the force of the Union. The minimum wage which they must pay to their week hands and the price committees of their piece workers are constant checks on their greed. The operator to whom partiality was shown, who received 10 and 15 cents extra per garment, a fat agreement or a bonus, in order to help his employer to keep the others down, has naturally turned against us. The old conservative employee who was glad in the busy time to enjoy the "freedom" to work from 70 to 80 and 90 hours per week is also looking askance upon the new element which insist upon working 50 hours per week only. In time of peace they lie low and keep quiet, but are ready at any time to take a hand and help our enemies in time of war, as the Cleveland strike has demonstrated.

Even our position in New York City in the Cloak trade is not as strong as some of our members imagine. Too great an optimism is just as bad and dangerous as too much pessimism.

The Objection to Increased Per Capita

The two principal objections to the increase of the Per Capita are in the first place that it will entail increased dues, to most of our locals, secondly, the General Executive Board may use the funds of this Per Capita to support strikes in the unorganized branches of the Ladies' Garment trade. The first contention is in the main true. It is true that the increased Per Capita will necessitate increased dues in most of the Locals, but it is time that the members realized that the dues which they are paying are too small to maintain an organization and to enable them to get what they expect from it. After all a union cannot give its members something for nothing.

Our Organization cannot be an exception. It must be guided by the experience of the trade union movement of this and other countries, which proves conclusively that only organizations with high dues and high Per Capita can maintain their position and become permanent Institutions.

As to the fear of using the funds for unorganized trades this is entirely groundless. As a matter of fact, under the present system the funds of the members are more apt to be used for unorganized trades than if the laws of the International Union provided that each member in good standing, say for continuous six months, should when out on strike get a specific amount. Under a system of strike benefit paid direct by the General office the General Executive Board could not spend a cent in assisting strikes of unorganized workers. At present we give donations and the locals distribute the same at their pleasure, to union and non-union workpeople. With a special strike fund, however, no one would be able to receive one cent of this amount unless he or she is in good standing. Under such new arrangements the members will receive in time of strike whatever they have contributed, or saved for that purpose.

The trouble is that the radicalism of some of our members consists in words only and not in action. In order to make our organization militant and able to give battle at any time, two things are essential, namely: concentration of power and ample funds. And this, it seems, they are not inclined to provide. Tall talk will not frighten our employers. Strong words and a weak organization will not gain us anything. On the contrary, a reasonable attitude with a strong determination and a powerful organization behind it will have the desirable effect upon the employers. Strong talk is merely a sign of weakness and not of strength. Only irresponsible and weak organizations can indulge in "revolutionary" talk in dealing with the employer. When such an organization is finally put to the test it must either back down or suffer defeat. Really strong and militant organizations are always cautious with their statement and moderate in their language, but determined and unflinching in their resolutions.

The Strike of Local No. 82

The strike at the Kalamazoo Corset Company which was called February 29th resulted in a veritable class war in that city, between the Kalamazoo Corset Company with its capitalist backers, judges and city authorities on the one hand and the members of our Local and organized labor on the other. The strike was called because when Miss Casey, the Contract Committee of Local No. 82 and myself presented an agreement on February 28th, 1912, when the old agreement expired,

calling for shorter hours and higher wages, the employer called down twelve members of the local that evening, consisting of the Executive Board, Contract Committee and other officers and discharged them for disloyalty to the Company. Mr. Hatfield, the manager, informed us that the wages which the girls were receiving were the highest the Company could afford and that they will not run their factory if they have to deal with unions or committees of any form. During my conversation with Mr. Hatfield, it appeared to me that the management of the factory was very lax, and in need of discipline. Some girls would get the good positions and work by the week and report to work at any hour and as a whole had a very easy time, while the bulk of the women there were working for ridiculously small wages. The best piece worker could not average more than \$7.00 or \$8.00 per week, working 54 hours. When I visited Kalamazoo two months later, Miss Casey handed to me a set of affidavits sworn by the members of the Union in that factory. After reading the same, I immediately understood the reason for the lack of discipline and favoritism in that factory. From those affidavits it appeared that the management of that concern is run by superintendents, some of them diseased and filthy and whose minds are occupied more with carnal pleasure than with the business of the firm. On one floor about 300 people were using one wash towel which was used by a person who resigned when Miss Casey called attention to the necessity of medical inspection. According to the Report of the State Reformatory for Women of Mich., the majority of women who are treated at this Institution come from the City of Kalamazoo. According to one physician of Kalamazoo he has treated over 80 cases of syphilis coming from that factory. Even some of the "good and moral people" who are interested in the stoppage of white slavery and some of the clergymen are lining up with the owners of this filthy and diseased factory. It appears where the question of Capital and labor is involved, the better class will always line up with the interests of their class and the reformers who will be out hunting for cadets will sympathize with the Captain of the Industry if that Industry is carried on under circumstances which produces evils much greater than that of White Slavery. A temporary injunction, issued by Judge Knappen, which lasted several months, the sentencing of our members

to jail including Brother J. Wood, who never was near the factory during the time picketing was going on, shows what form of spiteful persecution a judge will allow himself to adopt, when he is afraid that his "ukase" was disregarded and his personal dignity impaired. Yet organized labor has been agitating against this injunction ever since it began to be practiced by the courts. The evil of the injunction like a contagious disease has been spreading from court to court instead of abating. Organized labor will have to take more drastic measures to fight this injunction business than it has adopted heretofore.

Let the American Federation of Labor call a conference of all labor organizations, affiliated or not, and then decide to give notice to Congress that unless Organized Labor will be relieved from injunction abuses, they will call a general strike of all the trades throughout the country. This will be a more effective measure than all politics. It seems that Labor so far is hopelessly divided on political matters. Even the Socialists are divided into two parties. They are all, however, united on the injunction question and the extension of the Sherman anti-Trust Law to labor organizations.

They are united on that, why not strike on it?

The Kalamazoo Corset Workers have issued a call to Organized Labor all over the country to rally now and take effective steps on this important issue. Mass-Meetings at Grand Rapids, Detroit, Davenport, Iowa, and many other cities have been arranged. Mr. Ellis, Mayor of Grand Rapids, has taken up the cause, presiding at Michigan meetings of protest. He will be the principal speaker on the subject of "Government by Injunction" at a huge mass-meeting at Kalamazoo, Sunday, June 2, and thus start the ball rolling. Contributions for the campaign should be sent to Mr. Homer Waterman, Secretary Michigan Federation of Labor, 123 E. Main St., Kalamazoo, Mich., and every one interested, should join the work of getting up mass-meetings of protest, and of action in conjunction with the Michigan Federation.

The Proposed Protocol Label

Hitherto our International Union took very little interest in the promotion of our label. For experience has taught us that the game is not worth the candle. The abandonment of the Cleveland strike and the agitation by our

committees in the middle Western States has changed the situation somewhat. As will be seen from the report of Miss Gertrude Barnum, the chairman of this committee, we have succeeded in most places in arousing the sentiment of the public in favor of buying garments made under protocol conditions. The purchasing public are willing to avoid Cleveland made garments, yet they have no means of giving effect to their feelings, since it is impossible for them to identify Protocol or non-Protocol goods. Therefore a label which would distinguish one from the other is desirable. I have made several attempts during the past two years to place our label with some reputable firms, but without success. On the other hand the Cloak, Suit and Skirt Manufacturers' Protective Association are willing to adopt a label to be issued by the Joint Board of Sanitary Control under the auspices of the International Union and the Manufacturers' Protective Association. So far we could not carry this into effect owing to what appears to be quite groundless opposition amongst our own people to this plan. The idea of a "Protocol White Label" has been endorsed by President Gompers and welcomed by every prominent Trade Unionist I came into contact with. This convention should pronounce an opinion whether it is in favor of entering into such an undertaking with the Manufacturers' Association.

Equalizing Conditions of Labor Throughout the Industry

Hitherto the conditions of labor which each Local union demanded from the employers was merely a local question. Our organization was so small that whatever was granted by a particular employer had no effect upon the trade in general. Since the signing of the Protocol, the conditions have been entirely reversed and the economic conditions demand that whatever the hours of labor agreed upon, the number of legal holidays and the rate of renumeration enforced in one city or in one center of our trade, the same should also be obtainable in other manufacturing centers. It is therefore desirable that the convention should go on record as to what is a working day, what the union hours and also the number of legal holidays to be observed. It is no more a question of this or that local. If our Union demands ten legal holidays the same should be obtainable outside of New York. Why should the New York manufac-

turers be penalized? Why should their work people stop several days in the height of the season while the union people in other cities have the privilege of working?

The Composition of the General Executive Board

With the growth of our International Union we found that the work of the General Executive Board has been accumulating extensively. It could not do its work satisfactorily because some of our Vice-Presidents are paid officers of Local Unions and could naturally, devote very little time to the duties of the G. E. B. Others who are working in the shop were even less than the others in a position to attend to the work of the Board. On the other hand, experience has taught us that it is highly desirable for an organizer to be a Vice-President and a member of the Board. The efficiency of an organizer depends a great deal upon the influence he can wield upon the people and members he comes in contact with. This efficiency is always immeasurably increased when the General Organizer is also a Vice-President of the International Union. I therefore propose that our General Executive Board should consist of 15 members including a General Secretary-Treasurer, President and five Vice-Presidents who should also be General Organizers of the International Union. The Board should have the power to appoint special organizers when needed. Thus seven members of the Board would be at the disposal of the International Union to attend to its work which is daily accumulating.

Protection of the Funds of the General Office

Guided by the experience of the past two years I came to the conclusion that the auditing of the large sums going through the General Office cannot be done by the members of the General Executive Board. This work is too complicated to be done by anyone but an expert accountant. I therefore recommend that the General Executive Board should appoint or hire an expert accountant to revise the books and accounts every month and issue a statement. The average auditing committee can only be useful in an organization consisting of a few hundred members, but in a large organization it is a farce. From the report of the accountants attached to this report you will see that several errors have been made by the clerical staff which have

been overlooked by the auditing committees. It required an expert accountant to correct them.

I would also recommend that we omit from Article 6, Section 14, relative to the admittance of Japanese and Chinese. This clause is unconstitutional, for our constitution already states that we bar no members whatever creed or race. There is, however, no danger of Japanese invading our trade, nor is that part of the constitution barring persons able to hire and discharge, suitable for our Organization. A large number of our people work with helpers and thus hire and discharge. If this section should have to be enforced it would mean that our International Union would have to be abandoned. It is useless to have laws which cannot be enforced, nor is there any reason for a member when he becomes a foreman to retire.

The Revocation of the Charter of Local 38

The General Executive Board in a special report will submit to you an extensive statement as to the cause which led to the revocation of the charter of Local No. 38.

I want, however, to say a few words in reference to my own conduct in this affair.

Ever since I began to call the attention of Local No. 38 to the illegality of their policy of "direct action"; of justifying the calling and threatening of shop strikes and thus breaking their agreements with their manufacturers, they contended in justification of such a policy, that unlike the cloak manufacturers, they are not dealing with responsible employers; that their members have no other means of getting justice from them except by "holding them up" and presenting an ultimatum without going through the process of Board of Grievances or Board of Arbitrations. They further contended that the General Executive Board, not being ladies' tailors, do not know the situation and are advocating a policy which may hold good in the cloak and skirt industry, but will not do in the ladies' tailoring trade. I then advised them, if that is the case, to agree to give proper notice to their employers, that the Protocol is abrogated and to submit the same to the members for ratification, then they can call as many strikes as they find necessary. They agreed with me on this proposition. Yet, at a special meeting of their Executive Board they came to the conclusion that it is for the interest of the Organization to uphold the Protocol, but at this very meeting

they decided to call a strike at the firm of Stein & Blaine. The humor or the tragedy of the situation is, that Mr. Harrison, the head of that firm, has been the first to become converted to the idea of Collective Bargaining and Recognition of the Union. It is he who succeeded after a great deal of hard work, in converting the leading manufacturers in this trade to the idea of Collective Agreement. Yet this firm suffered the most by the illegal action on the part of his employees.

The contention of the Executive Board of Local No. 38 that the Merchants' Society of Ladies' Tailors do not hold their agreement and that they are therefore compelled to advocate a policy of "direct action," is not well founded. It is true that some of the members of the Merchants' Society of Ladies Tailors did not live up to the agreement. The same is equally true of the members of our organization, who do not live up to the union rules. I can, however, positively state that the Merchants' Society of Ladies' Tailors have done their very utmost to carry out the letter and the spirit of the Protocol. Thus, they have disciplined one of their members who was found guilty of working Saturday afternoon. Their members of the Board of Grievances have on several occasions voted with the union to reinstate discharged employees and to pay them for lost time. Local No. 38 on the contrary have compensated their officers, who were guilty of being instrumental in breaking their agreements with the employers, by electing them to pecuniary offices. They also insisted that those very members who were fomenting shop strikes in defiance of the Board of Grievances should also be members of the Board of Grievances, to "spite the bosses" as they called it. It is useless to contend that the Merchants' Society break their agreement with an organization that does not believe in Trade Agreements. I have not as yet heard of any employer signing an agreement with a union which entails concession on his part of everything the individual employee demands. This is practically what the members of Local No. 38 in reality understand by a Trade Agreement.

Although for over a month the committee appointed by the General Executive Board at its last Quarterly Meeting, had the right to revoke the charter of Local No. 38, we were not in a hurry to exercise that right, for we thought it advisable to leave it to the convention. Even after we received formal com-

plaints from the Merchants' Society of Ladies' Tailors charging the local with willfully and deliberately breaking their agreements with them, we were not inclined to take action but decided to leave the matter to the convention. When, however, after the people in Madame Thurn's shop called a strike on May 14, I inserted an advertisement in the "Forward" to the effect that this strike has been called without the sanction of the Local, the Local Executive found it necessary to insert an advertisement in the same newspaper for several days to the effect that my statement in the press is unwarranted, we then gave them an ultimatum either to repudiate the strike at Madame Thurn's through the press and discipline their members or be expelled. This their Executive Board refused. Their charter was accordingly revoked.

Mr. Goodman, President of the Merchants' Society of Ladies' Tailors, spoke to me over the telephone and assured me that his Society stands by the agreement of the International Union and that they are willing to maintain union shops and live up to the provisions of the Protocol providing we will furnish them with union employees. He asked me whether I was in a position to furnish such help. I told him that this will be done as soon as we will succeed in organizing such a local. We, therefore, inserted an advertisement in the "Forward" asking the Ladies' Tailors of New York to join a new local of the International. To facilitate matters I called upon Mr. Roseman, organizer of Local No. 38, and advised him to arrange to have their Executive Board meet with the General Executive Board and apply for a charter and there and then organize the old union under a new charter. He agreed to that and such a meeting was held at the General Office. Their committee came to the office but demanded that the Local be reinstated and their delegates seated at the convention, and the matter of the new charter went no further.

We have abandoned the attempt to organize a new local, for it soon became evident to us that as long as the Ladies' Tailors of this city will be imbued with the same ideas and methods of unionism which brought about the present crisis, the re-organization of that local union would bring about the same conditions. A new charter or another name will not change matters.

Not until the rank and file of the former Local No. 38 will become convinced that no organization can be under the jurisdiction of

the International Union that is not willing or cannot maintain discipline in its ranks and make its members live up to the fundamental principles of unionism, can a change for the better take place.

The frequent stoppages of work after the General Strike in New York City amongst the cloak makers have had a baneful effect upon the Cleveland manufacturers and have encouraged them in their stubborn fight against our International Union. The conduct of the Executive Board of Local No. 38 had a similar effect on the members of the Waist and Dress Manufacturers' Association, with whom we were negotiating last January for the establishment of the same relations existing between the Cloak and Skirt Makers and the Manufacturers' Association, of this city.

The present dispute of former Local No. 38 is practically a fight between the General Executive Board and its conception of unionism and that of the Executive Board of Local No. 38 and its ideas of conducting a union

on a system of "direct action" and at the same time expect the employers to recognize and enter into agreements with the Union.

I do not doubt for a moment whose action the convention will justify and what method of conducting an organization they will approve of.

In conclusion let me say, that great as the difficulties and problems before us are, I do not doubt for one moment that we will finally solve them satisfactorily to the great mass of our members. The same faith and same religious fervor, the same energy and determination which brought the huge mass of the pessimistic and demoralized hopeless work people under our banner on June 7th, 1910, is still within our Organization. It is this determination and belief in the possibilities of the masses that will eventually make our International Union a permanent institution working steadily for the economic and social advancement of the great mass of the Ladies' Garment Workers of the North American Continent.

PAYMENTS BY LOCALS FROM MAY 1, 1910, TO MAY 1, 1912

	1910-1911	1911-1912	Total
Local 1.—Cloak Operators' Union of New York, N. Y.:			
Due Stamps.....	\$10,210.00	\$12,550.00	\$22,760.00
Supplies.....	1,100.40	203.10	1,303.50
General Assessments.....		4,655.00	4,655.00
Donations.....	25.00	34,925.00	34,950.00
Death Benefit Assessments..	11.50	13.00	24.50
			\$63,693.00
Local 2.—Cloak and Skirt Makers of Philadelphia, Pa.:			
Due Stamps.....	\$515.00	\$1,375.00	\$1,890.00
Supplies.....	94.45	98.35	192.80
General Assessments.....		500.00	500.00
Donations.....		6,028.50	6,028.50
Death Benefit Assessments..	39.00	12.50	51.50
			\$8,662.80
Local 4.—Cloak Makers' Union of Baltimore, Md.:			
Due Stamps.....	\$209.00	\$280.00	\$489.00
Supplies.....	19.65	37.20	56.85
General Assessments.....	74.00	100.00	174.00
Donations.....	5.00	404.00	409.00
Death Benefit Assessments..	3.50	3.00	6.50
			\$1,135.35

	1910-1911	1911-1912	Total
Local 8.—Cloak Makers of San Francisco, Cal.:			
Due Stamps.....	\$18.20	\$50.00	\$68.20
Supplies.....	12.98	9.70	22.68
General Assessments.....	.....	12.50	12.50
Donations.....	.....	152.60	152.60
Charter Fee.....	10.00	.....	10.00
			\$266.98
Local 9.—Cloak and Suit Tailors of New York, N. Y.:			
Due Stamps.....	\$14,110.00	\$17,250.00	\$31,360.00
Supplies.....	1,860.88	292.25	1,152.12
General Assessments.....	.....	7,000.00	7,000.00
Donations.....	35.00	39,800.00	39,835.00
Death Benefit Assessments..	14.50	15.50	30.00
			\$80,378.13
Local 10.—Amalgamated Ladies' Garment Cutters of New York, N. Y.:			
Due Stamps.....	\$2,700.80	\$4,620.90	\$7,321.70
Supplies.....	586.36	6.20	592.66
General Assessments.....	.....	1,750.00	1,750.00
Donations.....	25.00	7,525.00	7,550.00
Death Benefit Assessments..	1.50	15.00	16.50
			\$17,340.86
Local 11.—Cloak and Skirt Makers of Brownsville, N. Y.:			
Due Stamps.....	\$1,862.50	\$1,900.00	\$3,762.50
Supplies.....	223.40	41.20	265.20
General Assessments.....	.....	750.00	750.00
Donations.....	.....	4,160.00	4,160.00
Fine.....	5.00	.....	5.00
Premium on Bond.....	.....	3.00	3.00
			\$8,945.70
Local 12.—Cloak Pressers' Union of Boston, Mass.:			
Due Stamps.....	\$170.00	\$210.00	\$380.00
Supplies.....	9.20	3.88	13.08
General Assessments.....	150.00	11.00	161.00
Donations.....	.....	22.50	22.50
			\$576.58
Local 13.—Cloak and Skirt Pressers of Montreal, Can.:			
Due Stamps.....	\$41.00	\$230.00	\$271.00
Supplies.....	15.25	47.50	62.75
General Assessments.....	.....	62.50	62.50
Donations.....	.....	285.00	285.00
Charter Fee.....	10.00	.....	10.00
			\$691.25
Local 14.—Cloak Makers of Toronto, Ont.:			
Due Stamps.....	\$117.50	\$755.00	\$872.50
Supplies.....	59.00	99.56	158.56
General Assessments.....	.....	300.00	300.00
Death Benefit Assessments..	1.00	.....	1.00
Charter Fee.....	10.00	.....	10.00
			\$1,342.06

	1910-1911	1911-1912	Total
Local 15.—Ladies' Waist Makers of Philadelphia, Pa.:			
Due Stamps.....	\$225.00	\$70.00	\$395.00
Supplies.....	11.80	7.00	18.80
General Assessments.....	56.50	6.50	63.00
Donations.....	.....	30.00	30.00
			<hr/> \$506.80
Local 16.—Ladies' Garment Cutters of St. Louis, Mo.:			
Due Stamps.....	\$20.00	\$35.00	\$55.00
Supplies.....	1.80	2.10	3.90
General Assessments.....	23.00	.....	23.00
Donations.....	5.00	.....	5.00
			<hr/> \$86.90
Local 17.—Peefer Makers' Union of New York, N. Y.:			
Due Stamps.....	\$2,558.07	\$2,600.00	\$5,158.07
Supplies.....	292.10	98.55	390.65
General Assessments.....	.....	900.00	900.00
Donations.....	.....	3,041.25	3,041.25
Death Benefit Assessments..	13.50	7.00	20.50
			<hr/> \$9,510.47
Local 18.—Skirt Makers of St. Louis, Mo.:			
Due Stamps.....	\$26.00	\$65.00	\$91.00
Supplies.....	8.75	13.58	22.33
General Assessments.....	.....	25.00	25.00
Donations.....	.....	30.00	30.00
Charter Fee.....	10.00	.....	10.00
			<hr/> \$178.33
Local 19.—Cloak and Suit Cutters of Montreal, Can.:			
Due Stamps.....	\$8.00	\$35.00	\$43.00
Supplies.....	5.93	1.00	6.93
General Assessments.....	.....	12.50	12.50
Donations.....	.....	25.00	25.00
Charter Fee.....	10.00	.....	10.00
			<hr/> \$97.43
Local 20.—Raincoat Makers of New York, N. Y.:			
Due Stamps.....	\$295.00	\$540.00	\$835.00
Supplies.....	85.60	33.90	119.50
General Assessments.....	.....	200.00	200.00
Donations.....	.....	50.00	50.00
Death Benefit Assessments..	1.00	.....	1.00
Charter Fee.....	10.00	.....	10.00
			<hr/> \$1,216.60
Local 21.—Ladies' Tailors and Cloakmakers of Newark, N. J.:			
Due Stamps.....	\$210.00	\$125.00	\$335.00
Supplies.....	43.50	18.70	62.20
General Assessments.....	67.00	.....	67.00
Donations.....	3.00	.....	3.00
Death Benefit Assessments..	.50	.....	.50
			<hr/> \$462.70

	1910-1911	1911-1912	Total
Local 22.—Ladies' Garment Workers of New Haven, Conn.:			
Due Stamps.....	\$10.00	\$55.00	\$65.00
Supplies.....	5.80	9.59	15.39
Charter Fee.....	10.00	.....	10.00
General Assessments.....	.....	27.50	27.50
			<u>\$117.89</u>
Local 23.—Skirt Makers' Union of New York, N. Y.:			
Due Stamps.....	\$8,300.00	\$9,075.00	\$17,375.00
Supplies.....	1,121.20	176.70	1,297.90
General Assessments.....	.....	3,750.00	3,750.00
Donations.....	15.00	24,200.00	24,215.00
Death Benefit Assessments..	10.00	8.50	18.50
Premium on Bond.....	10.00	.....	10.00
			<u>\$46,661.40</u>
Local 24.—Skirt Makers' Union of Philadelphia, Pa.:			
Due Stamps.....	\$15.00	.....	\$15.00
General Assessments.....	74.00	.....	74.00
Donations.....	295.00	.....	295.00
			<u>\$484.00</u>
Local 25.—Ladies' Waist Makers' Union of New York, N. Y.:			
Due Stamps.....	\$6,060.00	\$4,100.00	\$10,160.00
Supplies.....	406.30	341.00	747.30
General Assessments.....	.....	275.00	275.00
Donations.....	.....	325.00	325.00
			<u>\$11,507.30</u>
Local 26.—Cloak Makers' Union of Cleveland, O.:			
Due Stamps.....	\$460.00	\$205.00	\$665.00
Supplies.....	36.15	24.90	61.05
General Assessments.....	267.25	.....	267.25
Donations.....	253.30	.....	253.30
Death Benefit Assessments..	13.00	.....	13.00
			<u>\$1,259.60</u>
Local 27.—Skirt Makers of Cleveland, O.:			
Due Stamps.....	\$225.00	\$125.00	\$350.00
Supplies.....	33.55	20.45	54.00
General Assessments.....	162.00	.....	162.00
Donations.....	112.35	10.00	122.35
Death Benefit Assessments..	1.00	.....	1.00
			<u>\$690.35</u>
Local 28.—Ladies' Garment Workers of Passaic, N. J.:			
Due Stamps.....	\$10.00	\$45.00	\$55.00
Supplies.....	8.75	1.05	9.80
Charter Fee.....	10.00	.....	10.00
			<u>\$74.80</u>
Local 29.—Cloak and Skirt Finishers of Cleveland, O.:			
Due Stamps.....	\$12.50	\$80.00	\$92.50
Supplies.....	5.73	71.50	77.23
Charter Fee.....	10.00	.....	10.00
			<u>\$179.73</u>

	1910-1911	1911-1912	Total
Local 30.—Ladies' Tailors and Dressmakers of Albany, N. Y.:			
Due Stamps.....	\$25.40	\$25.00	\$50.40
Supplies.....	9.51	1.70	11.21
General Assessments.....	.....	10.00	10.00
Donations.....	.....	7.00	7.00
Charter Fee.....	10.00	.....	10.00
			<u>\$88.61</u>
Local 31.—Cloak and Skirt Pressers of St. Louis, Mo.:			
Due Stamps.....	\$68.80	\$125.00	\$193.80
Supplies.....	30.85	7.00	37.95
General Assessments.....	.....	75.00	75.00
Death Benefit Assessments..	.....	1.50	1.50
Charter Fee.....	10.00	.....	10.00
			<u>\$318.15</u>
Local 32.—Underwear Workers of Peekskill, N. Y.:			
Due Stamps.....	\$50.00	\$50.00	\$100.00
Supplies.....	16.05	5.00	21.05
General Assessments.....	35.00	21.00	56.00
Donations.....	.....	7.00	7.00
			<u>\$184.35</u>
Local 33.—Ladies Custom Tailors of Atlantic City, N. J.:			
Due Stamps.....	\$15.00	\$15.00	\$30.00
Supplies.....	1.76	2.67	4.42
Donations.....	.....	12.00	12.00
			<u>\$46.42</u>
Local 34.—Ladies' Custom Tailors of Baltimore, Md.:			
Due Stamps.....	\$85.00	\$55.00	\$140.00
Supplies.....	2.63	3.00	5.63
General Assessments.....	40.00	25.00	65.00
Donations.....	.....	26.50	26.50
			<u>\$237.13</u>
Local 35.—Cloak Pressers of New York, N. Y.:			
Due Stamps.....	\$7,280.00	\$9,830.00	\$17,110.00
Supplies.....	684.80	222.05	906.85
General Assessments.....	.....	3,750.00	3,750.00
Donations.....	10.00	22,670.25	22,680.25
Death Benefit Assessments..	8.00	8.00	16.00
Bond Premium.....	10.00	.....	10.00
			<u>\$44,473.10</u>
Local 36.—Ladies Tailors and Dressmakers of Boston, Mass.:			
Due Stamps.....	\$90.00	\$90.00	\$180.00
Supplies.....	8.41	7.71	16.12
General Assessments.....	.....	35.00	35.00
Donations.....	100.00	25.00	125.00
			<u>\$356.12</u>
Local 37.—Pressers' Union of Cleveland, O.:			
Due Stamps.....	\$250.00	\$115.00	\$365.00
Supplies.....	43.75	28.50	72.25
General Assessments.....	80.00	.....	80.00
Donations.....	.....	10.00	10.00
			<u>\$527.15</u>

	1910-1911	1911-1912	Total
Local 38.—Ladies' Tailors' Union of New York, N. Y.:			
Due Stamps.....	\$1,560.00	\$2,800.00	\$4,360.00
Supplies.....	277.85	210.25	487.60
General Assessments.....	65.00	1,000.00	1,065.00
Donations.....	353.00	2,980.00	3,222.00
Death Benefit Assessments..	2.50	16.50	19.00
Premium on Bond.....		6.80	6.80
			\$9,271.40
Local 39.—Petticoat Makers of New York, N. Y.:			
Due Stamps.....	\$37.50	\$15.00	\$52.50
Supplies.....	6.30	8.90	15.20
General Assessments.....	15.00	.....	15.00
			\$82.70
Local 40.—Ladies' Tailors of Springfield, Mass.:			
Due Stamps.....	\$20.00	.....	\$20.00
Supplies.....	10.30	\$0.49	10.79
Charter Fee.....	10.00	.....	10.00
			\$40.79
Local 41.—Wrapper and Kimono Makers of New York, N. Y.:			
Due Stamps.....	\$395.00	\$550.00	\$945.00
Supplies.....	76.55	57.47	124.02
General Assessments.....	.....	35.00	35.00
Donations.....	.....	25.00	25.00
Premium on Bond.....	.....	2.08	2.08
			\$1,141.10
Local 42.—Cloak Cutters of Cleveland, O.:			
Due Stamps.....	\$170.00	\$35.00	\$205.00
Supplies.....	12.06	4.95	17.01
General Assessments.....	39.00	.....	39.00
Donations.....	.....	10.00	10.00
Death Benefit Assessments..	.50	.....	.50
			\$271.51
Local 43.—Ladies' Tailors of Philadelphia, Pa.:			
Due Stamps.....	\$77.00	\$50.00	\$127.00
Supplies.....	25.20	5.55	30.75
General Assessments.....	10.00	25.00	35.00
Donations.....	2.00	29.45	31.45
			\$221.20
Local 44.—Cloak Makers' of Chicago, Ill.:			
Due Stamps.....	\$561.00	\$405.00	\$966.00
Supplies.....	109.45	20.80	120.25
General Assessments.....	105.00	.....	105.00
Donations.....	40.00	125.00	165.00
Death Benefit Assessments..	8.00	.50	.50
			\$1,374.75

	1910-1911	1911-1912	Total
Local 45.—Dress Makers of Syracuse, N. Y.:			
Due Stamps.....	\$18.25	\$45.00	\$63.25
Supplies.....	.65	7.42	8.07
General Assessments.....	10.00	16.00	26.00
			<u>\$97.32</u>
Local 46.—Ladies' Garment Workers of Philadelphia, Pa.:			
General Assessments.....	\$15.00	.....	\$15.00
Local 47.—Ladies' Tailors of Denver, Colo.:			
Due Stamps.....	\$37.50	\$20.00	\$57.50
Supplies.....	8.98	5.61	12.59
General Assessments.....	25.00	4.50	29.50
Donations.....	4.75	15.00	19.75
			<u>\$119.34</u>
Local 48.—Ladies' Garment Cutters of Cincinnati, O.:			
Due Stamps.....	\$32.60	\$55.00	\$87.60
Supplies.....	4.25	1.80	6.15
General Assessments.....	.....	20.00	20.00
Donations.....	.....	5.00	5.00
Charter Fee.....	10.00	.....	10.00
			<u>\$128.75</u>
Local 49.—Waist Makers of Boston, Mass.:			
Due Stamps.....	\$31.20	\$50.00	\$81.20
Supplies.....	24.52	4.25-	28.77
General Assessments.....	8.50	18.50	27.00
Donations.....	.....	11.00	11.00
			<u>\$147.97</u>
Local 50.—Misses' and Children's Dress Makers of Brownsville, N. Y.:			
Due Stamps.....	\$180.00	\$230.00	\$410.00
Supplies.....	22.77	30.68	53.45
General Assessments.....	.....	30.00	30.00
			<u>\$493.45</u>
Local 51.—Ladies' Shirt Waist Makers of Newark, N. J.:			
Due Stamps.....	\$4.30	.....	\$4.30
Local 52.—Ladies' Tailors of Los Angeles, Cal.:			
Due Stamps.....	\$29.20	\$70.00	\$99.20
Supplies.....	3.85	13.80	17.65
General Assessments.....	.....	35.00	35.00
Donations.....	.....	7.50	7.50
Charter Fee.....	10.00	.....	10.00
			<u>\$169.35</u>
Local 53.—Cloak and Skirt Cutters of Philadelphia, Pa.:			
Due Stamps.....	\$29.20	\$116.00	\$144.20
Supplies.....	14.74	5.83	20.57
General Assessments.....	.....	50.00	50.00
Donations.....	.....	100.00	100.00
Charter Fee.....	10.00	.....	10.00
			<u>\$324.77</u>

	1910-1911	1911-1912	Total
Local 54.—Bonnar Embroiderers' Union of New York, N. Y.:			
Due Stamps.....	\$17.70	\$5.00	\$22.70
Supplies.....	8.75	4.00	12.75
Charter Fee.....	10.00	....	10.00
			\$45.45
Local 55.—Silk Suit and Waist Makers' Union of Philadelphia, Pa.:			
Due Stamps.....	\$45.00	\$75.00	\$120.00
Supplies.....	8.00	14.40	22.40
General Assessments.....	25.00	100.00	125.00
			\$267.40
Local 56.—Cloak and Skirt Makers of Boston, Mass.:			
Due Stamps.....	\$570.00	\$695.00	\$1,265.00
Supplies.....	58.30	36.95	95.25
General Assessments.....	285.00	164.75	449.75
Donations.....	100.00	187.20	287.20
Death Benefit Assessments..	1.50	1.00	2.50
Premium on Bond.....	....	2.66	2.66
			2,102.36
Local 57.—Ladies' Garment Workers of Milwaukee, Wis.:			
Due Stamps.....	\$5.00	\$5.00	\$10.00
Supplies.....	5.85	3.25	9.10
Death Benefit Assessments..	....	.50	.50
			\$19.60
Local 58.—Cloak Makers' Union of Philadelphia, Pa.:			
Due Stamps.....	\$195.00	....	\$195.00
Supplies.....	19.00	....	19.00
General Assessments.....	200.00	....	200.00
Donations.....	205.00	....	205.00
			\$619.00
Local 59.—Ladies' Garment Workers of Washington, D. C.:			
Charter Fee.....	\$10.00	....	\$10.00
Local 60.—Ladies' Tailors of Troy, N. Y.:			
Due Stamps.....	\$8.00	\$30.00	\$38.00
Supplies.....	4.22	3.92	8.14
General Assessments.....	....	15.00	15.00
Donations.....	....	3.00	3.00
Charter Fee.....	10.00	....	10.00
			\$74.14
Local 61.—Cloak and Skirt Pressers of Montreal, Can.:			
Due Stamps.....	\$15.00	\$55.00	\$70.00
Supplies.....	8.00	5.50	13.50
General Assessments.....	....	17.50	17.50
Donations.....	....	50.00	50.00
Death Benefit Assessments..	.50	....	.50
Charter Fee.....	10.00	....	10.00
			\$161.50

	1910-1911	1911-1912	Total
Local 62.—White Goods Workers of New York, N. Y.:			
Due Stamps.....	\$40.00	\$160.00	\$200.00
Supplies.....	18.45	46.80	60.25
Donations.....	.....	15.00	15.00
			\$275.25
Local 63.—Cloak Makers of Cincinnati, O.:			
Due Stamps.....	\$152.25	\$260.00	\$412.25
Supplies.....	30.60	17.10	47.70
General Assessments.....	80.00	112.50	192.50
Donations.....	136.80	.....	136.80
Death Benefit Assessments..	.50	.....	.50
			\$789.75
Sub-Local 63.—Cloak Makers of Cincinnati, O.:			
Due Stamps.....	\$120.00	\$70.00	\$190.00
Supplies.....	11.05	3.89	14.94
General Assessments.....	34.00	.....	34.00
Donations.....	.....	5.00	5.00
			\$243.94
Local 64.—Buttonhole Makers of New York, N. Y.:			
Due Stamps.....	\$382.50	\$635.00	\$917.50
Supplies.....	58.22	14.31	72.53
General Assessments.....	.....	200.00	200.00
Death Benefit Assessments..	1.00	.50	1.50
			\$1,191.53
Local 65.—Cloak and Suit Pressers of Philadelphia, Pa.:			
Due Stamps.....	\$30.00	.....	\$30.00
Supplies.....	8.83	.....	8.83
General Assessments.....	45.00	.....	45.00
Donations.....	3.00	.....	3.00
			\$86.83
Local 66.—Ladies' Garment Workers of Carmel, N. J.:			
Due Stamps.....	\$5.00	.....	\$5.00
General Assessments.....	10.00	.....	10.00
Donations.....	.....	15.00	15.00
			\$30.00
Local 67.—Cloak and Skirt Makers of Toledo, O.:			
Due Stamps.....	\$175.00	\$200.00	\$375.00
Supplies.....	39.75	13.60	53.35
General Assessments.....	85.50	87.50	173.00
Donations.....	22.00	1,891.00	1,913.00
Premium on Bond.....	.....	1.13	1.13
			\$2,515.48
Local 68.—Cloak and Skirt Pressers of Brownsville, N. Y.:			
Due Stamps.....	\$390.00	\$495.00	\$885.00
Supplies.....	37.85	14.50	52.35
General Assessments.....	.....	200.00	200.00
Donations.....	.....	150.00	150.00
			\$1,287.35

	1910-1911	1911-1912	Total
Local 69.—Cloak and Suit Finishers of Philadelphia, Pa.:			
Due Stamps.....	\$73.00	\$210.00	\$283.00
Supplies.....	18.95	23.01	41.96
General Assessments.....	.....	60.00	60.00
Donations.....	.....	90.00	90.00
			<u>\$464.96</u>
Local 70.—Misses' and Children's Dress Makers of New York, N. Y.:			
Due Stamps.....	\$12.50	.....	\$12.50
Supplies.....	4.50	.....	4.50
General Assessments.....	5.50	.....	5.50
			<u>\$22.50</u>
Local 71.—Ladies' Tailors of Chicago, Ill.:			
Due Stamps.....	\$153.00	\$345.00	\$498.00
Supplies.....	59.20	28.00	87.20
General Assessments.....	61.00	75.00	136.00
Donations.....	10.00	50.00	60.00
			<u>\$781.20</u>
Local 72.—Dress Makers of Brownsville, N. Y.:			
Due Stamps.....	\$129.00	\$185.00	\$314.00
Supplies.....	28.64	15.67	44.31
Donations.....	.....	25.00	25.00
Charter Fee.....	10.00	.....	10.00
			<u>\$393.31</u>
Local 73.—Amalgamated Ladies' Garment Cutters of Boston, Mass.:			
Due Stamps.....	\$55.00	\$60.00	\$115.00
Supplies.....	8.63	3.50	12.13
General Assessments.....	.....	35.00	35.00
Donations.....	.....	155.00	155.00
Charter Fee.....	10.00	.....	10.00
			<u>\$327.13</u>
Local 74.—Ladies' Garment Workers of Hartford, Conn.:			
Due Stamps.....	\$110.00	.....	\$110.00
Supplies.....	38.72	1.00	39.72
Charter Fee.....	10.00	.....	10.00
			<u>\$159.72</u>
Local 75.—Cloak and Skirt Makers of Worcester, Mass.:			
Due Stamps.....	\$48.70	\$20.00	\$78.70
Supplies.....	12.52	2.25	14.77
General Assessments.....	.....	17.50	17.50
Donations.....	.....	75.00	75.00
Charter Fee.....	10.00	.....	10.00
			<u>\$195.97</u>
Local 76.—Cloak and Skirt Pressers of Chicago, Ill.:			
Due Stamps.....	\$165.00	\$60.00	\$225.00
Supplies.....	25.48	4.20	29.68
Death Benefit Assessments..	3.00	.50	3.50
Charter Fee.....	10.00	.....	10.00
			<u>\$268.18</u>

	1910-1911	1911-1912	Total
Local 77.—United Rubber Garment Workers of Boston, Mass.:			
Due Stamps.....	\$37.50	\$50.00	\$87.50
Supplies.....	6.40	5.76	12.16
General Assessments.....	.....	40.00	40.00
Donations.....	.....	30.00	30.00
Charter Fee.....	10.00	.....	10.00
			\$179.66
Local 78.—Cloak Operators of St. Louis, Mo.:			
Due Stamps.....	\$53.00	\$190.00	\$243.00
Supplies.....	19.15	18.70	37.85
General Assessments.....	.....	112.50	112.50
Charter Fee.....	10.00	.....	10.00
			\$403.35
Local 79.—Cloak and Skirt Makers of Brooklyn, N. Y.:			
Due Stamps.....	\$425.00	\$42.50	\$467.50
Supplies.....	110.85	3.50	114.35
Charter Fee.....	10.00	.....	10.00
			\$591.85
Local 80.—Ladies' Tailors and Dress Makers of Bridgeport, Conn.:			
Due Stamps.....	\$17.00	\$25.00	\$42.00
Supplies.....	8.81	1.86	10.67
General Assessments.....	.....	15.00	15.00
Death Benefit Assessments..	.50	.50	1.00
Charter Fee.....	10.00	.....	10.00
			\$78.67
Local 81.—Cloak and Suit Cutters of Chicago, Ill.:			
Due Stamps.....	\$43.50	\$30.00	\$73.50
Supplies.....	14.35	1.60	15.95
Charter Fee.....	10.00	.....	10.00
			\$99.45
Local 82.—Corset Workers of Kalamazoo, Mich.:			
Due Stamps.....	\$80.00	\$150.00	\$230.00
Supplies.....	64.00	7.75	71.75
General Assessments.....	.....	53.50	53.50
Donations.....	.....	85.00	85.00
Charter Fee.....	10.00	.....	10.00
			\$450.25
Local 83.—Ladies' Garment Cutters of Toronto, Can.:			
Due Stamps.....	\$2.50	\$35.00	\$37.50
Supplies.....	.....	6.00	6.00
Charter Fee.....	10.00	.....	10.00
			\$53.50
Local 84.—Petticoat Makers of Boston, Mass.:			
Due Stamps.....	\$4.10	.....	\$4.10
Supplies.....	.90	.....	.90
Charter Fee.....	10.00	.....	10.00
			\$15.00

	1910-1911	1911-1912	Total
Local 85.—Skirt Makers of Cincinnati, O.:			
Due Stamps.....	\$7.70	\$82.30	\$90.00
Supplies.....	.....	10.80	10.80
General Assessments.....	.....	27.00	27.00
Donations.....	.....	5.00	5.00
Charter Fee.....	10.00	.....	10.00
			<u>\$152.30</u>
Local 86.—Cloak and Skirt Makers of Asbury Park, N. J.:			
Charter Fee.....	10.00	.....	10.00
		1911-1912	
Local 87.—Ladies' Tailors and Dress Makers of Savannah, Ga.:			
Due Stamps.....	.....	\$20.00	
Supplies.....	.....	1.70	
General Assessments.....	.....	8.50	
Donations.....	.....	9.00	
Charter Fee.....	.....	10.00	
			<u>\$49.20</u>
Local 88.—Children Dress and White Goods Workers of Boston, Mass.:			
Due Stamps.....	.....	\$5.00	
Supplies.....	.....	3.20	
Charter Fee.....	.....	10.00	
			<u>\$18.20</u>
Local 89.—Ladies Garment Workers of Louisville, Ky.:			
Due Stamps.....	.....	\$30.00	
Supplies.....	.....	5.01	
General Assessments.....	.....	17.50	
Donations.....	.....	5.00	
Charter Fee.....	.....	10.00	
			<u>\$67.51</u>
Local 90.—Ladies' Garment Workers of Buffalo, N. Y.:			
Due Stamps.....	.....	\$27.25	
Supplies.....	.....	16.15	
General Assessments.....	.....	17.50	
Charter Fee.....	.....	10.00	
			<u>\$70.90</u>
Local 91.—White Goods Workers of Worcester, Mass.:			
Due Stamps.....	.....	\$5.00	
Supplies.....	.....	1.80	
Charter Fee.....	.....	10.00	
			<u>\$16.80</u>
Local 92.—Cloak and Skirt Pressers of Toronto, Can.:			
Due Stamps.....	.....	\$115.00	
Supplies.....	.....	27.90	
General Assessments.....	.....	50.00	
Donations.....	.....	27.50	
Death Benefit Assessments.....	.....	.50	
Charter Fee.....	.....	10.00	
			<u>\$240.90</u>

1911-1912

Local 93.—Alteration Ladies' Tailors of St. Louis, Mo.:

Due Stamps.....	\$15.00
Supplies.....	1.00
General Assessments.....	12.50
Charter Fee.....	10.00
	<hr/>
	\$38.50

Local 94.—Skirt Makers of Chicago, Ill.:

Due Stamps.....	\$25.00
Supplies.....	10.00
Charter Fee.....	10.00
	<hr/>
	\$45.00

Local 95.—Ladies' Garment Workers of Detroit, Mich.:

Due Stamps.....	\$59.10
Supplies.....	16.40
General Assessments.....	22.00
Donations.....	72.00
Charter Fee.....	10.00
	<hr/>
	\$179.50

Local 96.—Ladies' Garment Workers of Toledo, O.:

Due Stamps.....	\$10.00
Supplies.....	6.16
General Assessments.....	7.00
Donations.....	28.00
Charter Fee.....	10.00
	<hr/>
	\$61.16

Local 97.—Ladies' Garment Workers of Winnipeg, Man., Can.:

Due Stamps.....	\$10.00
Supplies.....	5.00
Charter Fee.....	10.00
	<hr/>
	\$25.00

Local 98.—Cloak and Skirt Pressers of Cincinnati, O.:

Due Stamps.....	\$71.20
Supplies.....	1.80
General Assessments.....	57.50
Charter Fee.....	10.00
	<hr/>
	\$140.50

Local 99.—Ladies' Tailors of Pittsburgh, Pa.:

Due Stamps.....	\$40.00
Supplies.....	9.36
General Assessments.....	35.00
Charter Fee.....	10.00
	<hr/>
	\$84.36

Local 100.—Ladies' Tailors and Dress Makers of Providence, R. I.:

Due Stamps.....	\$12.10
Supplies.....	15.25
Charter Fee.....	10.00
	<hr/>
	\$37.35

1911-1912

Local 101.—Ladies' Garment Workers of Richmond, Va.:	
Due Stamps.....	\$15.00
Supplies.....	4.90
Charter Fee.....	10.00
	<hr/>
	\$31.90
Local 102.—Raincoat Makers of Montreal, Can.:	
Due Stamps.....	\$40.00
Supplies.....	11.60
Charter Fee.....	10.00
	<hr/>
	\$61.60
Local 103.—Bohemian Cloak and Skirt Makers of Cleveland, O.:	
Charter Fee.....	10.00
Local 104.—Hungarian Cloak and Skirt Makers of Cleveland, O.:	
Due Stamps.....	\$10.00
Supplies.....	2.00
Charter Fee.....	10.00
	<hr/>
	\$22.00
Local 105.—Custom Ladies' Tailors of St. Louis, Mo.:	
Due Stamps.....	\$20.00
Supplies.....	2.50
Charter Fee.....	10.00
	<hr/>
	\$32.50
Joint Board of New York:	
Donations.....	\$1,250.00
Supplies.....	.35
Premium on Bond.....	75.00
	<hr/>
	\$1,225.35
Joint Board of Boston, Mass.:	
Donations.....	\$1,358.10
Joint Board of Montreal, Can.:	
Donations.....	\$767.85
Joint Board of Cincinnati:	
Donations.....	\$3,610.00
Premium on Bond.....	5.00
	<hr/>
	\$3,615.00
Joint Board of St. Louis, Mo.:	
Donations.....	\$148.30
Supplies.....	1.25
	<hr/>
	\$149.45
Total paid by Locals and Joint Boards.....	\$228,915.15

Respectfully submitted,
 JOHN A. DYCHE,
General Secretary-Treasurer.

Accountants Report and Financial Statement for Two Years Ending April 30, 1912

Edwin Probert Co., Certified Public Accountants and Auditors
220 Broadway, New York

New York, May 13, 1912.
Executive Board, International Ladies' Garment Workers' Union, New York City:

Gentlemen.—We have examined your books for the two years ending April 30, 1912, and find same to be correct, excepting the small differences mentioned below.

In June, 1910, there was a payment of \$51.15 to the New York Telephone Co., which appeared again as another payment in July, 1910. It would appear that the cash was short by that amount, but careful investigation by us showed that at that time there were checks given to the Lipshitz Press for \$26.50, and to J. Polakoff for \$25, which had not been entered. Examination of the bank account of the Public Bank, showed \$7.02 still due your organization, which had not been taken into account. In consequence of these and one or two smaller matters, we understand the cash was short, but was adjusted by an actual payment of money by your secretary, Mr. Dyche, in which case this \$7.02 belongs to Mr. Dyche.

We checked over the sales of due stamps and find the books run in consecutive number, with a few exceptions, which we have been informed was caused by misprints, sticking together of the stamps, etc. The due stamp books should be checked over by your own auditing committee just the same as cash, and any missing numbers should be accounted for and the reason noted by your auditing committee. There seems to be a question as to whether or not the loose stamps sold have been used from any of these books. The total amount of receipts from loose stamps exceed the amount of stamps in the missing books during this period.

We have made a complete examination of all of the duplicate cash receipts, and find them to correspond with your cash book. We have examined all of the receipts for cash disbursements and all of your bank accounts and cancelled checks pertaining to same and find them to agree with and verify the cash disbursements as shown in your cash book.

Both cash receipts and disbursements appear to have been examined by your auditing committee.

We have checked up the records of the local branches and find that the posting to same has been correctly done. It appears the detail of these local branch accounts are kept for reference only in case such local branches wish to examine same. We recommend that quarterly transcripts of same be mailed to the auditing committee in each local branch, with a request that they compare it with their records and if correct, to return the statement duly signed by them to your own auditing committee. You will thus have a very fine system of auditing the accuracy of your central and local offices.

We attach herewith the following statements:

In the early months of 1910, the classification of the cash was not carefully done, hence our classification for that period may be slightly defective in the detail, although the total will be correct.

Statement of the assets and liabilities of your association as on April 30, 1912, showing the valuation of your office furniture and fixtures and supplies on hand.

Cash statement of the receipts and expenditures for the year ending April 30, 1912.

Cash statement of the receipts and expenditures for the year ending April 30, 1911.

Statement of the receipts and expenditures pertaining to your official publication, "The Ladies' Garment Worker," showing the cost of publishing and the receipts.

Schedule of the donations made by your organization for these two years which we give in full detail in order that they may be properly verified by reference to the organizations receiving same. We understand that all of your receipts and disbursements pertaining to the Cleveland strike fund have been thoroughly examined and verified by a special auditing committee appointed to make a thorough examination of same.

Statement of the differences and erasures on the duplicate cash receipts. All of these have been explained to us, but we report same so they may be examined by your own auditing committee if they think it necessary.

We recommend that you install a new cash book which will combine with your present typewritten copy a complete analysis and classification of the receipts and disbursements. We attach herewith our plan for same. It will save time and be beneficial to your system and simplicity of records pertaining to the cash and examination of same.

We recommend that you install a general ledger in which shall be kept all accounts of the income and expenditures and assets and

liabilities, so that a complete statement can be drawn off from same at the end of any month.

The classification in our proposed cash book separates the receipts and expenditures into the same subdivisions used in our statements which will be readily understood. The total of each column is to be posted as one item at the end of the month, to the same account in the general ledger, and our suggestions will result in your having a complete set of double entry books.

We shall be pleased to assist your Mr. Rosebury in the installation of our suggestions without extra cost to your organization.

Yours respectfully,

EDWIN PROBERT CO.

STATEMENT OF ASSETS AND LIABILITIES, APRIL 30, 1912

	Assets	Liabilities
Liabilities		
Due to M. & L. Jarmulowsky, Borrowed Money.....		\$5,000.00
Assets		
Cash in Broadway Trust Co..... \$ 105.46		
Cash at M. & L. Jarmulowsky..... 202.72		
Cash in Drawer..... \$ 5.77		
Cash, Less Overplus..... .05	6.72	
Check in Drawer.....	6.40	
Deficit as to Cash Assets..... 4,680.70	\$119.80	\$5,000.00
Furniture & Fixtures, Cost less 10% for Depreciation.....	\$1,250.00	
Supplies, at cost.....	2,250.00	
Net Deficit of Organization.....	1,180.70	
	\$5,000.00	\$5,000.00

Certified as correct abstract from Books.

EDWIN PROBERT CO., Certified Public Accts. & Auditors

CASH RECEIPTS AND DISBURSEMENTS FOR YEAR ENDING APRIL 30, 1911

Receipts	
Balance, May 1, 1910.....	\$2,640.55
Receipts for Year ending April 30, 1911:	
Due Stamps.....	\$62,072.47
Supplies to Local Branches.....	8,208.47
Donations.....	7,972.48
Charter Fees.....	330.00
Death Benefit Assessments.....	127.00
Refunds from Capita Tax.....	8240.92
City Bond Interest.....	109.25
Surety Bonds.....	95.00
Miscellaneous.....	56.78
	495.96
	\$6,222.38
	<u>\$12,882.93</u>

Disbursements

Donations, per Schedule.....	\$10,066.85
Organizing Salaries and Expenses.....	12,679.09
But not including	
Office Salaries.....	3,694.83
American Federation of Labor, Per Capita Tax.....	3,764.61
Office Supplies and Furniture.....	2,347.92
Printing, for Main and Local Offices.....	5,616.41
Rent of Office.....	820.00
Postage, Telephone, Telegrams and Express.....	1,607.48
Death Benefits Paid.....	100.00
Refunds to Local.....	20.00
Miscellaneous Expenses:	
Premiums on City Bonds.....	\$705.76
Legal Expense.....	305.00
Secretary's Miscellany.....	177.00
Sundry Items.....	283.36 1,471.12
"Ladies Garment Worker" Net Cost above Receipts, See Schedule.....	2,790.48 44,988.79
Balance on Hand, May 1, 1911.....	\$37,874.14

CASH RECEIPTS AND DISBURSEMENTS FOR YEAR ENDING APRIL 30, 1912.

Receipts

Balance on Hand, May 1911.....	\$37,874.14
Receipts for year ending April 30, 1912:	
Due Stamps.....	\$75,773.35
Supplies to Local Branches.....	2,764.32
Donations, Miscellaneous.....	260.55
Donations, Cleveland Strike.....	211,883.06
Assessments, Cleveland Strike.....	27,012.75
Charter Fees.....	200.00
Death Benefit Assessments.....	110.50
Refunds from Cleveland Strike.....	\$2,500.00
Interest on Bonds.....	2,148.52
Interest on Balances.....	57.06
Sundry Items.....	47.42 4,753.00
	322,557.53
	\$360,631.67

Disbursements

Donations, Cleveland, per Schedule.....	\$311,840.40
'Donations, Others, per Schedule.....	15,085.00
	326,925.40
Organizing Salaries and Expenses.....	20,974.42
Office Salaries.....	4,471.75
American Federation of Labor, per Capita Tax.....	3,123.91
Office Supplies and Furniture.....	1,350.51
Printing—For Main and Local Offices.....	1,560.63
Rent of Office.....	1,350.00
Postage, Telephone, Telegrams and Expenses.....	1,223.30
Miscellaneous:—Legal Expense.....	\$673.50
Secretary's Miscellany.....	165.00

Moving Expenses.....	64.50
Advertising.....	74.75
Interest on Bonds.....	89.40
Sundry Items.....	171.53
	1,242.68
"Ladies' Garment Worker" Net Cost above Receipts See Schedule.....	3,073.77
	265,312.37
Deficit of Cash Assets, April 30, 1912.....	\$4,680.70
"LADIES' GARMENT WORKER" PUBLICATION	
For Year Ending April 30, 1911	
Cost of Publication	
Printing—Lipshitz Press.....	\$2,042.92
Contributors.....	284.50
Delivery and Postage.....	162.80
Commission on Subscriptions.....	92.75
Miscellaneous Expenses.....	99.00
	\$2,789.04
Income	
Subscriptions from Local Branches.....	\$453.97
Subscriptions from Individuals.....	312.42
Advertising Paid.....	156.71
Refund on Postage.....	69.68
Miscellaneous Income.....	5.78
	998.66
Deficit for Year.....	\$2,790.48
For Year Ending April 30, 1912	
Cost of Publication	
Printing, Lipshitz Press.....	\$2,412.63
Contributors.....	142.00
Delivery and Postage.....	142.80
Miscellaneous Expenses.....	29.05
	\$2,726.38
Income	
Subscriptions from Local Branches.....	\$436.08
Subscriptions from Individuals.....	152.68
Advertising Paid.....	63.95
	652.61
Deficit for Year.....	\$2,073.77

DONATIONS PAID BY US FOR YEAR ENDING APRIL 30, 1911

May, 1910	
7 District Council, New York.....	\$ 10.00
14 " " " "	10.00
21 " " " "	10.00
24 Local 26, Cleveland.....	50.00

27	Local 26, Cleveland.....	50.00
28	District Council, New York.....	10.00
31	Local 26, Cleveland.....	50.00
June		
4	District Council, New York.....	10.00
11	" " "	10.00
13	U. H. T. for Striking Suit Case Makers.....	100.00
18	District Council, New York.....	10.00
21	Local 15, Waist Makers, Philadelphia.....	5.00
25	District Council, New York.....	10.00
July		
2	District Council, New York.....	10.00
Aug.		
2	To General Strike Account—Money Received.....	1,100.00
8	" " " " "	700.00
12	" " " " "	2,000.00
12	" " " " "	451.45
19	" " " " "	400.00
31	" " " " "	280.50
31	Local 10, Amalgamated Association of Cutters.....	500.00
Sept.		
17	Assessment levied by A. F. of L. for Hatters.....	489.90
Oct.		
22	Local 15, Waist Makers of Philadelphia.....	100.00
Jan. 1911		
4	Waist Makers' Union, Local 25.....	2,500.00
14	Local 15, Waist Makers.....	15.00
21	" " " " "	15.00
30	" " " " "	15.00
Feb.		
6	" " " " "	15.00
11	" " " " "	15.00
18	" " " " "	15.00
20	S. Elstein—Donation to District Council, New York.....	50.00
25	Local 15, Waist Makers.....	15.00
Mch.		
4	" " " " "	15.00
11	" " " " "	15.00
11	S. Elstein—Donation District Council.....	50.00
18	Local 15 Waist Makers.....	15.00
20	District Council of New York.....	100.00
Apr.		
10	Local 50, Mames' and Children's Dress Makers' Union of Brownsville	50.00
10	Ladies' Garment Workers' Union of Hartford.....	500.00
21	District Council of New York.....	100.00
27	Local 74, Hartford, Conn.....	200.00
		\$10,066.85

DONATIONS PAID BY US DURING YEAR ENDING APRIL 30, 1912**May 1911**

1	District Council of New York.....	\$ 100.00
3	Philadelphia District Council.....	35.00
6	Local 74, Hartford, Conn.....	300.00
25	District Council, New York.....	100.00
June		
3	T. J. Spellacy—Court Fines in Hartford Strike.....	275.00

3	T. Spellacy—Expenses in connection with strike.....	1,000.00
2	District Council of Philadelphia.....	35.00
12	Cleveland Strike Fund.....	2,000.00
14	Cleveland Local.....	7,000.00
14	Cleveland Strike Fund.....	2,000.00
17-21	Cleveland Strike Fund.....	5,814.25
24	Cleveland Strike Fund.....	20,000.00
July		
1	Local 30, Ladies' Tailors.....	35.00
8	Cleveland Strike Fund.....	10,000.00
15	District Council of Philadelphia.....	35.00
15	Frank Morrison, McNamara Defense Fund.....	217.00
18	Cleveland Strike Fund.....	10,000.00
18	" " "	14,000.00
22	" " "	10,000.00
29	Local 44, Chicago.....	1,000.00
Aug.		
2	Cleveland Strike Fund.....	14,000.00
7	" " "	1,100.00
8	" " "	10,000.00
8	" " "	1,100.00
8	" " "	500.00
8	" " "	8,500.00
12	District Council of Philadelphia.....	35.00
15	Cleveland Strike Fund.....	8,000.00
16	" " "	8,000.00
19	" " "	4,000.00
23	" " "	10,000.00
23	" " "	2,000.00
24	" " "	524.00
25	" " "	225.00
26	" " "	2,000.00
30	" " "	20,000.00
Sept.		
6	" " "	20,000.00
12	" " "	4,000.00
13	" " "	7,000.00
14	" " "	2,000.00
14	" " "	2,000.00
16	Local 26, Ladies' Waist Makers.....	200.00
18	Cleveland Strike Fund.....	1,000.00
20	" " "	10,000.00
22	" " "	4,500.00
28	" " "	8,000.00
29	" " "	4,500.00
30	" " "	500.00
Oct.		
2	Local 26, Ladies' Waist Makers' Union.....	200.00
4	Cleveland Strike Fund.....	1,000.00
5	" " "	10,000.00
7	" " "	2,500.00
10	" " "	500.00
10	" " "	1,000.00
11	" " "	500.00
13	" " "	8,000.00
14	" " "	1,000.00
17	" " "	2,500.00

20	Cleveland Strike Fund.....	2,000.00
24	" " "	1,500.00
25	" " "	2,500.00
27	" " "	2,800.00
31	" " "	1,000.00
Nov.		
4	" " "	1,000.00
13	" " "	3,850.70
20	" " "	1,500.00
24	Local 41, Wrappers and Kimonos.....	50.00
27	Donation, Cleveland Strike Fund.....	1,000.00
28	Repaid J. B. of N. Y. balance of loan for Cleveland Strike Fund.....	2,000.00
Dec.		
2	Cleveland Strike Fund.....	2,000.00
7	Local 52, Ladies' Tailors of Los Angeles.....	200.00
12	Cleveland Strike Fund.....	2,000.00
28	" " "	245.00
30	Donation to Cleveland Strike Fund for Relief and Expense.....	2,438.70
Jan. 1912		
2	Joint Board of Chicago.....	25.00
3	Local 2, Cloak Makers' Union of Philadelphia.....	500.00
20	Two Weeks, Chicago Locals.....	50.00
20	Local 2, Cloak Makers' Union of Philadelphia.....	500.00
23	" " " " " "	500.00
29	Locals 10 and 25 for Mass Meeting.....	100.00
31	Local 2, Cloak Makers' Union.....	500.00
31	Cleveland Relief and Expenses.....	2,059.25
Feb.		
3	Two Weeks, Chicago Joint Board.....	50.00
5	Local 2, Philadelphia.....	400.00
8	Joint Board of Chicago.....	25.00
14	Local 55, Silk Suit and Waist Makers.....	100.00
14	Local 2, Cloak Makers' Union.....	500.00
17	Joint Board of Chicago.....	25.00
20	Local 2, Cloak Makers' Union.....	300.00
24	Local 25, Ladies' Waist Makers' Union.....	300.00
24	Joint Board of Chicago.....	25.00
26	Cleveland Relief and Expenses.....	2,267.66
Mch.		
4	Joint Board of Chicago.....	25.00
4	Joint Board of Toronto.....	1,000.00
7	Local 25, L. W. M. U.....	300.00
9	Local 82, Corset Makers of Kalamazoo.....	500.00
15	Joint Board of Toronto.....	1,000.00
16	Legal Fees in connection with Injunction, Local 82.....	200.00
19	Corset Makers, Kalamazoo.....	500.00
30	Local 82, Corset Makers, Kalamazoo.....	500.00
30	Relief Cleveland Strikers and Expenses of agitation.....	880.84
April		
2	Joint Board of Toronto.....	1,000.00
6	Local 82, Kalamazoo Corset Workers.....	500.00
20	" " " " "	500.00
24	Joint Board of Toronto.....	508.00
26	Local 82, Kalamazoo Corset Workers.....	500.00

(Referred to Finance Committee.)

\$326,925.40

Delegate Martin then read the statement issued by the General Executive Board in relation to the revocation of the charter of Local No. 38, as follows:

*THE INTERNATIONAL UNION Versus
THE LADIES' TAILORS' LOCAL 38*

A Statement of Facts

To the Delegates of the Eleventh Convention
of the I. L. G. W. U.—Greeting:
Sisters and Brothers:

It is very important that you should be fully aware of the causes that led the General Executive Board to revoke the charter of the Ladies' Tailors and Dress Makers' Union, Local No. 38 of New York. On the surface it appears as if Local No. 38 had been expelled from the International Union for calling an illegal strike at Madame Thurn's. In reality, however, this is not the case. The Madame Thurn's strike is only one of the many instances where Local No. 38 has acted contrary to trade union ethics.

In order to make this quite clear we shall here review the history of this Local Union from the time it first organized.

In 1905, when there was yet no union in the Ladies' Tailoring Trade, our General Executive Board had decided to organize a union of ladies' tailors in New York, and our Gen. Secy. John A. Dyche undertook the task. For a period of six months Bro. Dyche went about among the employees wherever they were to be found at the time, on 5th Avenue, from 23rd to 42nd Street, and strongly agitated for a union, until he succeeded in bringing together some 75 tailors for this purpose. When these, in meeting assembled, were ready to apply to our International Union for a charter a number of noisy industrialists invaded the hall and captured the meeting. The invaders, as is usually their wont, accused the Bros. Rosenberg, Dyche and others as being "fakers and boodlers" and on this ground advised the tailors not to belong to our International Union.

After disputing the matter with them for several weeks we finally came to the conclusion that both for ourselves as for the ladies' tailors it would be far better for us to withdraw from this union and let them join the Industrial Workers of the World. We even went so far as to appeal to all the ladies' tailors who did not agree with the I. W. W. not to fight over the matter, but to join the Industrial Union. Bro. Dyche, who acted as their financial secretary, transferred all the books and the money he collected for them

and after we had wished them success we withdrew from the affair.

For some time the Local kept up its connection with the I. W. W. Then they left that organization and became an independent body under the name "International Independent Ladies' Tailors' Union."

This proceeding did not promote their success either. They struggled on until August, 1909, when this "International, Independent, etc., " applied for a charter to our International Union and on August 24th of the same year the union was chartered as Local 38.

Its connection with our International Union was attended with good fortune for the Local. The Local immediately began to grow in numbers and in a few months its membership reached into the hundreds.

Towards the end of 1909, Local No. 38 called a strike at the firm of Stein & Blaine, one of the biggest shops in the ladies' tailoring trade of New York. More than one hundred people were involved in the strike and the Local was nearly annihilated as a result. Some of the present leaders had then left the union while the strike was still in progress. A number of injunctions and court cases arose out of this fight and it seemed as if the union would not survive. Eight months had elapsed and while the strike was generally believed as lost, Bro. Dyche discovered that the firm of Stein & Blaine was not satisfied with its non-union employees. Thereupon Bro. Dyche put himself into communication with the firm and after protracted negotiations the strike was settled. This settlement infused new life into the Ladies' Tailors' Union and all those who had left its ranks at the time of the crisis now returned to the fold. But it was characteristic of these people that notwithstanding the fact that the settlement saved the Local, yet charges were made at a Local meeting soon after, to the effect that Bro. Dyche had sold the strikers.

The general strike in the Cloak and Skirt Trade of 1910 has also helped considerably to build up Local No. 38. A large number of ladies' tailors were called out on strike during that period of enthusiasm and awakening. Local 38 was thus enabled to figure as a strong union of several thousand members.

In the spring of 1911 the Ladies' Tailors' Union started an agitation for a general strike to be called during the following fall season. Upon this reaching the ears of the employers the latter organized an employers' association and informed the union that they

would be prepared to confer with a view to signing an agreement and thus avoid a general strike. The Local Union refused to listen to the idea of a conference, on the plea that its aim was to fight and destroy capital, while by conferring with the employers it tacitly avowed the possibility of believing in peace between capital and labor. Bro. Dyche's arguments at several meetings that to appoint a committee to confer and come to agreement did not necessarily mean recognition of the principle of peace between capital and labor were of no avail and henceforth Bro. Dyche refused to attend to Local No. 38 matters. The General Executive Board then instructed Bro. Rosenberg to attend a Local meeting and make an effort to induce the Local to appoint a conference committee. At this meeting Bro. Rosenberg was charged with representing the interests of the employers rather than those of the employees, besides various other charges. Finally, after a long verbal fight the Local decided to confer with the employers and elected a committee for this purpose, and the result of the conference was that the Local came to an understanding with the employers' association.

In July 1911, the General Executive Board held its quarterly regular meeting at Cleveland, Ohio. At that meeting Mr. Walter H. Bartholomew, the Secretary of the Merchants' Society of Ladies' Tailors intimated that his Society was anxious to avoid a general strike and was willing to arrive at an agreement after the style of the Protocol in force between the Cloak Makers' Union and the Manufacturers' Protective Association. After exhaustive debates the General Executive Board instructed its officers to continue the negotiations. It should here be explained that Mr. Bartholomew, then the Secretary of the Merchants' Society of Ladies' Tailors, is a professed socialist. As soon as he accepted the position he informed the employers that if their object was to combat the trade union he would not accept the secretarial position. It was only after they had assured him that they would confer with the union upon wages, hours and other labor conditions that he accepted the office. Needless to say, Mr. Bartholomew's assistance in the eventful adjustment following the general strike was of great value.

When peace was discussed, both organizations had agreed upon a plan that would make it possible to organize the entire trade, and that all ladies' tailoring employers, without exception, should have to pay the mini-

mum scale of wages and work the same number of hours. Both committees had agreed that a general strike should be called and upon the order being issued the largest employers, members of the Society, should close their shops. This would have an immediate effect on the employees of the remaining shops with the result that they would join the general movement. The plan was carried out. When the strike was called in September last, all the shops in Greater New York had been tied up and a few days later the settlement with the Merchants' Society of Ladies' Tailors was officially published and their employees were sent to work.

The effect of this settlement was that all independent houses had also signed agreements with the union. In ten days from the calling of the strike there had been introduced union conditions in all the shops in Greater New York.

The terms of settlement were as follows:

1. The employers shall maintain a strictly union shop.
2. Piece work to be abolished; the prevailing mode shall be week work with a minimum scale of \$24 a week for tailors.
3. The hours of labor shall be no more than 50 a week; no Saturday afternoon work to be permitted.
4. No employee shall be discharged after having kept his position more than a week except for bad workmanship or bad conduct. Should an employee be discharged and in the event of his being reinstated through the Board of Grievances, the employer shall pay him for all time lost.
5. The Union shall call no strikes in any shops before submitting its grievances to the Board constituted for the purpose, consisting of five representatives of the Union and the employers association respectively.
6. On the Grievance Board failing to agree all cases of dispute to be referred to the Board of Arbitration, to which were elected Morris Hillquit, representing the Union, Hamilton Holt, Editor of the "Independent," representing the employers, with Louis D. Brandeis as Umpire.
7. The question of the rate of pay for overtime and the question of payment for legal holidays, to be enjoyed free by the employees shall be referred to the Board of Arbitration for adjustment, with the proviso that whatever the Board will entitle them to for overtime or legal holidays shall be paid from the date of the agreement.

This settlement was adopted almost unanimously by the employees and Local No. 38 has suddenly become a strong and powerful union of thousands of members.

A short time after the settlement of the strike it developed that the Local could not control its members working for independent employers. In most of the independent houses the employees worked under the union scale, on Saturday afternoons, and in many shops piece work continued as before. No steps were taken to do away with Saturday afternoon labor which the collective agreement prohibited.

Local No. 38 also had jurisdiction over Brooklyn, where a large number of ladies' tailors are employed. Brooklyn, however, was regarded by Local No. 38 as a field of partial utility only and was thus utterly neglected. At the present time union control in Brooklyn is conspicuous by its absence.

Strikes after strikes were called at independent shops, but owing to lax discipline over the members these strikes proved abortive. The majority of independent shops are now open shops. The General Office has several times warned Local No. 38 that such tactics would eventually lead to the break-up of the Local and that they must try to restrain their strike appetite. To this the Local leaders replied that it was not the union that called the strikes, but the employees walk out on their own account and when the employees are out the Local almost always decides to indorse their action. Thus the warnings of the General Office were disregarded. The motto of the Local was: "we fight the bosses and that's all."

When many Association employers became aware of the fact that independent employers were paying smaller prices and working longer hours they began leaving the Merchants' Society. This naturally called forth protests from the Society's members. They could not see why they were required to observe all the union rules, while in other shops the employers had license to widely depart from them. And the Society's members began causing trouble. But instead of Local No. 38 following the regular course prescribed by the agreement, namely, to submit all grievances to the Board of Grievance or the Board of Arbitration, its shop delegates took matters into their own hands, threatening the employers that unless they, the shop delegates, will be obeyed, strikes would immediately be declared. In a certain firm of which the shop

delegate as well as the employer were both members of the Board of Grievance, certain misunderstandings arose. Whereupon the shop delegate resorted to threats to call a strike unless the employer unconditionally submitted to his orders. The contention of the employer that the misunderstanding be brought before the Board of Grievance for adjustment was laughed to scorn by this arbitrary delegate in words to this effect: "We'll do exactly what suits us!"

Now, did the Local take any action in the matter? Did it at least reprimand this headstrong delegate and have him removed from the Board of Grievance? Nothing of the kind! The Local approved nay, applauded his act by electing him as business agent. Thus, shop strikes or sudden stoppages of work became a regular occurrence at the shops of the employers' Society.

The General Officers tried their utmost to convince the Local leaders that proceedings of this kind would bring about its ruin. But instead of listening to the timely warning of the General Officers they, the Local leaders, charged Secretary-Treasurer Dyche with working for and in the interests of the employers and against the interests of the union and went on repeating that their only way of holding their own with the employers is to fight them by means of "direct action," in other words, to hold them up frequently: "Yield to our demands or we strike!" This became a regular habit of the shop delegate and the recognized tactics of the Local leaders.

Perceiving that the Local leaders were not amenable to reason and argument, Bro. Dyche in his editorial notes in the "Ladies' Garment Worker" for December, 1911, gave Local No. 38 an official warning in unmistakable terms. This was to the effect that if Local No. 38 should persist in its retrograde "direct action" policy, giving shop delegates license to call strikes without the Local's knowledge, and should no steps be taken to prevent actions of this kind, the Local would soon find itself outside of the jurisdiction of the International Union.

But this warning was ignored by the Local.

We have already referred to the fact that at the settlement following the general strike, the question of the rate of pay for overtime and legal holidays was referred to the Board of Arbitration for determination. After prolonged consideration the Arbitration Board

decided to award the employees 60% above the regular prices for overtime and double pay for the eight legal holidays, should they be required to work on those days. While these matters were being considered by the Board, the employers filed charges that the union failed to carry out the provisions of the agreement. One of these charges related to the prevention by the union of overtime being worked by any of the employees unless the employer put all the employees of the shop on overtime work. The employers maintained that their work was order work and very often they had only one or two garments to finish on time, failing which they would lose their custom. They could not put all the employees of the shop to work overtime when they did not have sufficient work for them to do. The Board of Arbitration recognized the validity of the employers' contention and decided that an employer had the right to employ on overtime work precisely and no more than the number of employees he required for the purpose. The Board also decided that the employers had a right to keep joint time and quality records. In other words, to obtain from their employees the information as to the time it takes to make a certain garment, in order to enable them to fix the amounts chargeable to their customers and that they may be able to judge as to whether the employees as week workers were performing their duties in proper manner.

When the decision of the Board of Arbitration was announced to the Local leaders they accepted those points that were favorable to them, namely, the 60% extra for overtime and the double pay for legal holidays, and the Local collected from the Association employers the sum of \$26,000.00 back payments for these extras for the whole time the agreement was in force. But as to the decisions giving the employers the right of employing on overtime work as many or as few men as they needed and the right of obtaining the information as to time and quality records, the Local refused to accept these decisions, because they were not favorable to them.

The General Officers did their best to convince the Local leaders that it was their duty to abide by the decisions of the Board of Arbitration, whether these were favorable or unfavorable to them. And when after strenuous efforts on the part of the General Officers the Local Executive had agreed to this course the "direct actionist" employees ne-

terly ignored both the Local Executive and its organizers.

The employers have repeatedly requested the Local officers to permit several tailors to work overtime. Now, even where the business agent had given this permission the employees refused to obey unless all the shop employees would be allowed to work overtime. Yet, the Local took no steps to discipline those members. One of the members who remained to work overtime by order of Manager Rosman drew forth the wrath of his fellow workers who regarded him as a scab and a traitor.

The Strike at Stein and Blaine

Before the Board of Arbitration had given its award on the question of overtime and while the Local had allowed no one to work overtime the firm of Stein & Blaine became very busy. Unable to work overtime the firm was compelled to take on many new tailors. When, however, work gradually got slower the firm wished to lay off some of these new hands. But this the Local would not permit. The employees moreover cut down their usual output in order to make up full days. This practice went so far that 140 of Stein and Blaine's employees had in the course of a whole week completed no more than thirty-two garments and the management came to the conclusion that this practice if continued, would involve the firm in ruin. Accordingly Stein & Blaine strongly protested to Local No. 38, the International office and the Merchants' Society. None of these bodies could help the firm in the least and finally Stein & Blaine felt compelled to take measures for their protection. It was then that the firm proposed to a number of its tailors to revert to the system of piece work. Naturally, the employees refused and in the middle of March all of the 140 employees came out on strike.

When this strike was in progress for some time and the strikers' places were filled with scabs, while a part of the work was being done in other shops, Local No. 38 began to consider the advisability of calling a general strike in the Ladies' Tailoring trade. This happened a few days before Easter. At the same time the Local sent a committee to the General Executive Board, then having its regular meeting in New York, requesting the Board to help in settling the strike at Stein & Blaine. Failing a settlement the Board was asked to sanction a general strike.

As this trouble was fraught with serious consequences to the Union, General Secretary Dyche opened negotiations with Stein & Blaine. The Merchants' Society which conducted the strike on behalf of the firm was prepared to effect a settlement provided the General Office agreed to assume responsibility for the conduct of Local No. 38 and the strike was settled conditionally on this agreement. The General Executive Board appointed a committee of three with full authority to command the Local's written undertaking to invest the general officers with full powers of controlling its destinies and look after its management, including the power of removing any of its officers, should their action and conduct be inimical to the Local's best interests.

It might be observed in passing that since the strike of ladies' tailors, several stoppages occurred at this firm, one of these through the direct intervention of the Local officers. At one of the meetings of the Local Executive, when it was decided to uphold the agreement, it was also decided on the advice of Organizer Rosman to call a strike at this firm, because of its having discharged a finisher. Our General-Secretary, Bro. Dyche, having learned of this decision, made ceaseless efforts to prevent this strike from taking place.

At first, before the strike at Stein & Blaine was settled, the Executive of Local No. 38 promised to comply with the demands of the General Executive Board. It was with this understanding that we gave the employers an assurance of being responsible for the Local's conduct and the strike was settled.

On the following day we called the Executive of Local No. 38 to a meeting at the International office and asked them to fulfill their promise by giving us a written authorization to conduct the business of the Local in case of extreme necessity. We explained that we had pledged our word to the Merchants' Society, assuming full responsibility. But after several meetings with the Local Executive our request was voted down. When we next met the employers in conference they looked at us as if we were tricksters rather than responsible leaders.

The Strike at Madame Thurn's

Some time after this, representatives of Local No. 38 and the Merchants' Society respectively met in conference. One of the committee representing Madame Thurn's in-

timated that he was in need that evening of two tailors to complete a special order. Secretary Dyche directed the business agent of the Local, who was present at the meeting, to telephone to the shop delegate of Madame Thurn's to allow two tailors to work overtime that evening. The business agent very reluctantly complied. The employees, however, refused to work overtime unless the whole shop would share the work. Such recalcitrant members had more than once exposed the Union, its officers and general officers to scorn and ridicule.

On Monday, May 12th, every member of the General Executive Board received from the Merchants' Society a written protest against the illegal and unjust behavior of the members of Local No. 38, who refused to abide by the decision of the Board of Arbitration, relating to overtime. Secretary Dyche immediately called the business agent and demanded to know whether these charges were correct. Manager Rosman replied that they were. "Well, what are you going to do?" asked Secretary Dyche. "I can do nothing," said Rosman indifferently, adding that Madame Thurn's employees had just declared a strike.

It appears that on the previous evening the firm sent away two of the men, presumably for refusing to work overtime, whereupon the remaining employees refused to resume work unless the two tailors were reinstated. The business agent ordered the employees to resume work, suggesting that the case of the two tailors be submitted to the Grievance Board for adjustment that very evening. The employees, however, refused point blank to obey the order of their business agent. The business agent succeeded in arranging a temporary settlement with the firm, allowing all the employees to resume work pending the adjustment of the dispute that evening by the Board of Grievances. Subsequently the employees demanded that all the tailors shall be paid for the half day they had been on strike. But as the firm refused to accede to their wishes the employees renewed the strike.

Thereupon General Secretary Dyche notified Local No. 38 that failing to order all the employees back to work immediately the General Executive Board would be compelled to expel the Local from the International Union.

On that same evening the Local Executive held a meeting and decided to announce that there was no strike at Madame Thurn's and

all the employees must return to work. But at 10 o'clock the following morning Secretary Dyche was informed that none of the employees had shown up for work. Moreover the shop was being picketed and no one was allowed to go up. Secretary Dyche then advertised in the Jewish Daily "Forward" that there was no strike at Madame Thurn's and every union man had a right to work there.

The following day an advertisement by Local No. 38 appeared in the same paper, repudiating Secretary Dyche's action and announcing that the Local would disregard it. This gave the impression that Bro. Dyche was anxious to help the employers to break a legal strike. The committee of three appointed by the General Executive Board therefore demanded of the Local to withdraw the offensive statement, otherwise the Local would be expelled from the International Union. As the Local refused to comply with this order its charter was revoked.

There was yet another case which showed that Local No. 38 forfeited its right to be affiliated with our International Union.

When the International office issued a call to this convention and called on its affiliated locals to nominate and elect delegates, Local No. 38 illegally and arbitrarily removed from the nomination list several names of members. These members loudly protested at the General office against this unjust proceeding. The General Executive Board took these protests under advisement and decided to order Local No. 38 to make new nominations and that all the names of members duly nominated to be placed on the ballot.

In addition to the official notification addressed to the Local on the subject, President Rosenberg, Secretary Dyche and Vice-President Polakoff personally appeared before the Local Executive and endeavored to convince this body how unjust it is on the part of a union to deprive its members of their legal rights, and that it was our duty to protect individual members as well as locals. But our arguments were like beating the air. The Local took no notice of the official notification coming from the General Executive Board.

Even Comrade Meyer London, their legal adviser, was shamefully insulted at several of their meetings and will have no more dealings with them, being utterly disgusted with the way they conduct their affairs.

Several other cases may be cited to show the utter want of competence or business capacity on the part of Local No. 38 to manage its affairs. Only lately it has come to light

that the chairman of the Executive Board himself had not paid his dues for thirty-six weeks consecutively. According to the Constitution he had long since ceased to be a member of the union, yet he figured as an important officer.

Another case was that of a man who took an active part in the affairs of the Local, had worked in their union shops and lately had even been elected as secretary, yet it was found out, as if by sheer accident, that this man was not even a member of the Local. These cases amply prove in what lax and un-business-like manner Local No. 38 had managed its affairs.

Soon after its charter was revoked, Bro. Rosman, the manager of the Local, had a conference with Secretary Dyche and agreed to convene the Local Executive, hand over its books and make application for a new charter. In this way the Local could have been reinstated, naturally, under the strict supervision of the General Office. But when the Local Executive met at the General Office, its members demanded the same absolute local autonomy as before, refusing to allow the General Officers any right to intervene in the Local affairs.

The Local is not even competent to conduct its meetings in a proper manner. At every meeting the members hurl charges and counter charges against each other and against their officers. Almost all its meetings end in chaos and confusion. The minutes never contain a fair and accurate account of the decisions arrived at, the Secretary writing down whatever he pleases. And when occasion arises for looking up or referring to a previous decision the Record shows the very reverse of what had been decided on. This naturally occasions fights and noisy contentions.

Such has been the internal state of affairs of Local No. 38 all along. Such is the style and manner of the "direct actionists" of whom this Local is mostly composed.

Will any one still wonder that its charter has been revoked! Can any one be at all surprised that under the circumstances the International Union declines to have any business with its officers and leaders!

JOHN A. DYCHE, Gen. Sec'y-Treas.

J. S. GREENBERGER, 1st Vice-Pres.

S. POLAKOFF, 4th Vice-Pres.

(Committee of 3 Appointed by the G. E. B.)

A. ROSENBERG, Pres.

Referred to Appeal and Grievance Committee.

Vice-President Feit's Report

To the officers and delegates of the 11th Convention of the I. L. G. W. U. Greeting:

When the locals of Cleveland were first affiliated with the I. L. G. W. U., the important topic of conversation among the workers at that time was the subject of price committees. With almost unanimous opinion of the absolute necessity of such committees the members determined to try and gain their end.

No opposition was met with until the members of Local No. 26 of the firm of the Prince and Biederman Company approached their employer. His refusal to consider this matter led to the historical 34 weeks' strike in 1909-1910. It was during this struggle that our members first began to see the necessity of a general strike, if any progress or improvement in conditions in our trade were to be made.

All manufacturers in Cleveland are banded into an association and sub-divided according to the products turned out. They are also affiliated with the notorious organizations of which John Kirby is president and Harrison Otis one of the leading lights. When a strike arises in any single shop of a particular trade, the employers in the association contribute to a so-called defense fund and aid him in carrying on the fight. We came to the conclusion that in order to better conditions in the trade only one method would be successful, that of calling a general strike.

With that end in view we set about to thoroughly organize the various crafts. The first popular demand for a general strike arose during the early days of the Prince and Biederman strike. Our members being black-listed could obtain no employment in other shops and requested that the other shops go out with them. This proposition met with general approval. The matter was thoroughly discussed both by the members and the officials. After due consideration it was referred to a mass meeting of all the members of the various crafts, who voted almost unanimously for a general strike. Our fund being small, the employees not thoroughly organized, and as our Convention was approaching, the matter was stopped for a time. But it was only a lull preceding the storm that was to break out later.

When the election of delegates to the Boston Convention was presented to the members of the respective locals, the question of a general strike arose with renewed vigor. The delegates elected were ordered to request

the Convention to sanction the calling of the inevitable strike.

The Cleveland delegates presented the matter to the Boston Convention asking for sanction. The New York delegates also demanded the calling of a general strike in their city. New York being the larger and more important center, it had appeared that the winning of a strike there would make it easier to attain success in Cleveland. New York was given precedence with the understanding that if successful an attempt would also be made to better the conditions in Cleveland.

The general strike in New York, its glorious outcome and the upbuilding of the International Union need no repetition here. The International Union became one of the largest unions in this country. Meanwhile organization in Cleveland was progressing. With the aid of Brother Berkowitz, our numerous active members and the organizers sent by the General Office, locals 26, 27, 29, 37 and 42 were becoming well organized. Members paid dues, suspended members rejoined the organization and harmony was restored.

I will now refer to the organization of the Bohemians and Hungarians, employed mostly at the firm of H. Black & Company. It was because we lacked the aid and good will of the former that we did not win the Prince and Biederman strike, and without the aid of the latter we knew we could gain little success in H. Black's factory. By means of a house to house canvas I succeeded in organizing the Hungarians into a sub-local of Local No. 26. With the most valuable aid of Brothers Tomasek and Selyem (and I here wish to thank them for their loyalty prior to and during the strike), we succeeded in organizing a Bohemian local, making an agreement with the Bohemian outside contractors, whereby they promised to stand solidly with us. With practically 95 per cent. of our workers organized we were ready for action.

Demands drawn up by the Joint Board were discussed and adopted by the individual locals. The G. E. B. being then in session in Cleveland, the demands were presented to them for their sanction. With slight changes the Board stamped them with their approval.

Now there commenced the actual organizing of the machinery necessary to run such a contest and control such a mass of persons. Meetings were held almost nightly and delegates chosen from each shop. The G. E. B. and the International Officers having been

somewhat tardy in the matter, the Joint Board of Cleveland requested me to go to New York and lay all the facts before the Board.

A special meeting of the International Officers was called, and Brothers Rosenberg, Dyche and Polakoff were appointed as committee in conjunction with me to proceed to Cleveland at once and make suitable arrangements.

On their arrival we opened offices and appointed committees from among the shop delegates. Demands and requests for a conference were sent to all the manufacturers couched in fitting terms. Two days having gone by and fearing we might receive no reply, we determined to prepare the masses for the worst. Arrangements were made for a meeting in Gray's Armory. Circulars were sent out calling our members together on the evening of Wednesday, June 6th. Yet another day went by and we received no word. Meyer London having then arrived in Cleveland, a conference was held to decide upon the exact time for calling the strike, the following being present:

- Sam Rosenberg, John A. Dyche, S. Polakoff, Meyer London, Louis Katz, Louis Cassato, (N. Y. Italian organizer), Harry Berkowitz, Cohen, Nour, Tauber, S. Risenberg, Reider, Abrams, Tomasek, Selyem, L. Moskowitz.

After some discussion those present agreed upon Thursday June 7th, 1 A. M., as the time for calling the strike. The method being for the shop delegates to distribute circulars at the appointed time.

I nevertheless still believed that a strike could be avoided and that a settlement might be made if the manufacturers could be met with face to face. With these hopes I requested the conference to permit me, in company with Brother Tomasek, to go and see the officers of the Manufacturers' Association. Permission was given me, but our mission proved futile. The same answer was given us by Prinz, Cohen and H. New: "We will deal with our own employees individually." I then knew that "The die was cast." In the evening the mass meeting was attended by thousands of English, Jewish, Italian, Bohemian and Hungarian speaking employees in the trade. They were filled with enthusiasm and expectancy. These people, gathered from all nations of Europe, were here for one common cause, that of promoting the welfare of all by fighting shoulder to shoulder. All were enthusiastic, yet keeping their emotion within

bounds. The climax came when Attorney Meyer London, addressing the workers, called for a solemn pledge that if a fight was to follow they would stick to a finish. Amid great shouting the pledge was given, and proudly I may say, well kept by the great majority.

That same evening the general strike committee met at the office of the Cleveland Federation of Labor. Brother Harry D. Thomas was present and arrangements were made to call the strike the following morning at 10 A. M. Out of the fifty-five men who composed this body, only one, Reisner, proved a traitor. Circulars were distributed and instructions given. The meeting lasted till 3:30 A. M.

The next morning, at 10 A. M. sharp, the call was given. Thousands of people flowed out of the shops, though appealed to by their employers to remain. A parade was formed and this monster crowd of men, women and children, cheering lustily, smiling and happy, walked through the factory districts urging their comrades to fall in line with them. Then they marched on to the square where Black's employees were met and, cheering their officers, they went on to Utopia Hall (the strike headquarters). All the shops practically emptied. The progress of the strike was marked by the slugging of our people by the guards, wholesale arrests by the police and the importation of scabs. After about seven weeks of the strike a meeting was arranged through a third party between Bros. President Rosenberg, Dyche, Polakoff and John Anisfeld, President of the John Anisfeld Co. At that conference Mr. Anisfeld promised that he would see several of the other manufacturers regarding a settlement of the controversy. He impressed upon our representatives the absolute necessity of secrecy. Somehow the secret leaked out and the negotiations were broken off. Many influential men in public life tried to make an amicable settlement, but none was successful.

During the following weeks the manufacturers made no effort to open their factories, thinking that the strike would collapse. This false hope was created in the hearts of the manufacturers by the sub-contractors who formed cliques for the purpose of creating dissension in the ranks. It was due to our success in breaking up these small cliques that our people put up so wonderful a contest.

After four weeks the employers seeing the stalwart front being put up by their employees decided to import strike breakers in an en-

deavor to create a panic. Hundreds of Italians, men of the meaner sort, were brought to Cleveland from New York. The feeling toward them was intensely bitter. Out of fear they slept and ate in the squalid dirty shops, never daring to thrust their heads out of the window for a breath of air. Being unskilled they produced little or no work and demanded good salary. On this account the garment manufacturers opened shops in small towns in Ohio, and imported scabs from New York, so as to make good their statement to their customers that all would soon be over. But aided by the Socialist and Trade Union workers in those cities, we succeeded in locating and closing them.

It might be of interest to relate the way goods were sent from New York and vicinity to Cleveland. The case or cases containing the same would be way-billed to some fictitious party at a point near Cleveland and there marked anew and sent on to its destination. By this method it was impossible to tell from where they were originally sent.

After 15 weeks of this tireless struggle, the season rapidly drawing to a close, the officials perceived that the chances of victory were growing smaller. Nevertheless, they continued to believe that the manufacturers, though successful in making some garments outside of Cleveland, would scarcely be able to do the same with their special measurement garments which require special care and workmanship.

September came and there being no immediate prospects of a settlement, we decided to call a mass meeting on the evening of the 9th and submit to a referendum vote the question whether or not to continue the fight. The facts were laid before the people and three days given for their consideration. I appointed the most severe opponents of the strike as election committee to prove convincingly that all would be absolutely straight. Headed by bands and banners and carrying flags, the Italians, Hungarians and Bohemians paraded from their meeting places to striking headquarters to protest against the calling off of the strike and refusing to vote saying: "We voted to come out and now will stay out." Over 3,500 strikers nevertheless cast ballots and decided by a vote of about 20 to 1 to continue. When the vote was announced the cheering lasted for twenty minutes. That evening the younger strikers gave a ball at Utopia Hall, that showed convincingly that

10 weeks of striking had not damped their ardor and enthusiasm.

September being almost over and there then being no possibility of a settlement unless we could hold out over winter, the International Officers decided to call a special convention in New York City, to find from our various locals the amount of money available for the continuation of the struggle. The special convention appointed a committee to proceed to Cleveland with full power to do as they thought best. This committee, guided by the fact that there was a shortage of funds, came to the conclusion that it was impossible to hold out.

On October 5th those who could find employment returned to work. Those who were unable to find employment received financial aid from the International Union for many weeks thereafter. The organization has done more for its members in Cleveland than any other organization in the history of this or any other trade. The strike to this very day is not officially off, as we are still maintaining a boycott against the manufacturers of Cleveland that will not terminate for many a day.

The expenses of the garment manufacturers can easily be calculated when one realizes that one manufacturing concern, H. Black & Co., paid \$1,000.00 per week for auto hire and kept 100 guards and paid for them at the rate of \$8.00 per day. That, combined with the cost of importing strike breakers, and the irreparable loss of trade will have taught the Cleveland manufacturers a lesson they will ever remember.

It is true our expenses were also great, but the lesson we taught them was well worth the price. It showed us how great our power really was. Thousands of men and women of every nationality standing together for 22 weeks, fighting Labor's great battle.

The lessons we learned in this struggle brought out the important fact that to conduct a properly organized fight the organization must have sufficient money. By "organization" I mean the central and responsible body and not the locals, either individually or collectively. The responsibility being with the central organization, the power should also be there. The absolute necessity of that was clearly proven during our strike. If the International Union would not have had to depend upon the locals for its funds, literally go begging and be put off from day to day, the Cleveland strike would have been a complete

success. Our people were often disheartened by the fact that there was no money, thinking the International was bankrupt. Local autonomy may be desirable, but do not let that be the dominating power. Our great Civil War was fought to uphold the contention that the power of the Central Government was above that of the individual states. If this is true of a National government, it also holds good of a labor organization.

In a strike on which the welfare of numerous families depends, sincere confidence must be reposed in leadership. Without that failure is inevitable. Actual democracy in the true sense of the word is practically impossible in a strike. As in war all those in the ranks must obey him whom they have chosen as their leader; only in that way is triumph possible.

I now desire to make some recommendations to this convention, to which I hope you will give your earnest consideration:

1. The constitution shall be amended, so as to read that no shop strike, even if the aid of the International Union is not required financially, shall be recognized unless sanctioned by the district officials appointed by the G. E. B. No general strike shall be called unless the sanction of the G. E. B. be first obtained. The calling of a strike without sanction to be punishable by the withdrawal of the charter from the local or locals.

2. The policy of the International Union shall henceforth be to shorten the working day. This will tend both to lengthen the season and give employment to thousands of members. Let our motto be eight hours work

3. That the International Union shall appoint three women whose district shall be the Middle West for the purpose of organizing the women workers. In traveling through my district, comprising Ohio, Pennsylvania, Kentucky, Michigan, Upper New York and Central Canada, I have learned that women take the place of men at machines, doing the same work and receiving half as much for it. To maintain and standardize conditions the organizing of the female workers is an absolute necessity.

4. The abolishment of the section system. It is this that the manufacturers depend on to break an organization. I have been told quite often by Western manufacturers that owing to the fact that the market was flooded with the product of the section system, they were unable to compete and so could not

afford to grant better wages. This system ought to be done away with.

5. The use of the label. It is true the International Constitution provides for a label, but no effort has yet been made to place it on the market. I was told by Misses Barnum, Krial, Newman and McGinty, the ladies who are traveling throughout the Middle West, maintaining the agitation against the Cleveland manufacturers, that if there was a label on the market, their work would be greatly benefited and our organization better known.

6. The absolute necessity of raising the per capita and the paying of benefits by the International office. This is one of the important matters before the convention. Other organizations have operated this system successfully. It gives the individual more interest in the welfare of the Union. The Cleveland strike has shown time and again the crying need for the raising of the per capita.

Had the International Union a system of benefits the Cleveland general strike would have been a success. If this measure is passed by this convention, the Cleveland strike will not have been fought in vain.

Respectfully submitted,

Israel, S. Feit.

(All the above recommendations have been duly referred to the various committees.)

Upon motion Reports of Officers as read was referred to the Committee on Reports of Officers.

Upon motion the following resolution signed by the delegates of Local No. 10 was read and adopted:

Whereas, Brothers Grossman and Schlesinger, ex-presidents of the International Ladies' Garment Workers' Union are attending this convention, having the interests of the craft and membership at heart; be it therefore

Resolved, That Brothers Grossman and Schlesinger be seated at this convention as honorary delegates with a voice, but without a vote.

Delegate Lefkowitz of Local No. 9 moved:

Whereas, Our deceased Brother Louis Brodshetzer met with a violent death in the course of his duty as shop chairman of L. Chauser's shop, at 17 West 18th St., New York, therefore this convention do rise to their feet in honor of his memory. The delegates complied.

The session was adjourned until 9:30 A. M. Wednesday morning.

Wednesday, June 5th, Morning Session

.President in the chair.

Roll call, absentees:

David Cohen, H. Salutin, David Shapiro,
Meyer Perlstein, Benj. Witashkin, Harry Dubinsky

The Minutes of the Morning Session of
June 4th were read and adopted.

Upon motion the reading of the Minutes
of the afternoon session was suspended.

The following telegrams were read:

Montreal, Que., June 4, 1912.

John Dyche,

Labor Temple, Toronto, Can.

From cementers, Local 102. Regards to
delegates of the convention; may work be
success for all the workers under the Interna-
tional banner. Rubin, Secy.

Philadelphia, Pa., June 4, 1912.

Convention of the International Ladies Gar-
ment Workers Union, Labor Temple,
Toronto, Ont.

Accept our sincere congratulations to the
11th convention of the I. L. G. W. U. We
trust convention will pay close attention to
request we sent in, thus proving of great ben-
efit to the Philadelphia Unions. Wishing
you success in all your future enterprises,

The Cloak and Skirt Finishers' Union
of Philadelphia, Local 69.

Philadelphia, Pa., June 4, 1912.

Convention I. L. G. W. U.

Labor Temple, Toronto, Ont.

Accept our sincere congratulations to 11th
convention of the I. L. G. W. U. We trust
convention will pay close attention to request
we sent in, thus proving a great benefit to
our local. Wishing you success in all your
future enterprises,

Amalgamated Ladies Garment Cutters
Union of Philadelphia, Local 53.

Providence, R. I., June 4, 1912.

Convention International Ladies Garment
Workers Union.

In congratulating you we, Local 100 of
Providence, unable to send a delegate, wish
to express our brotherly feelings towards 11th
convention. We are glad to know you made
much progress and are recognized as power-
ful at present. We wish you still further
success and hope that a constitution in the
Polish language will be printed, as it will fur-
ther our cause in unionism and solidarity.
Hoping you will accept our congratulations.

We are always in the cause of unionism and
brotherhood. Temkin, Secretary

St. Louis, Mo., June 4, 1912.

Officers and Delegates of Eleventh Convention.

Our best wishes with full confidence in your
work.

Cloak and Skirt Makers Union
of St. Louis.

The president introduced Brother Sam
Landers, Organizer of the U. G. W. of A.

Mr. Landers said in part that having ad-
dressed many conventions as general organizer
and member of the General Executive Board
of the Garment Workers of America, in the
course of the last ten years he had particular
pleasure to address this Convention.

In the garment trade of the Dominion for
the last eight years the employees have not
worked longer than 49 hours a week. The
standard hours for a Garment Worker are
49 hours, time and a half for over time, and
double time for public holidays. They have
been able to maintain that simply by constant
vigilance and organization. They have not
always controlled the entire number of people
working at the trade, but by a constant vigi-
lance and constant organization they were able
to maintain those conditions until the present
time.

He knew the problems of the Ladies' Gar-
ment Workers. He had been in New York
during the great strike and had edited the
official journal of the U. G. W. A. for three
years. He knew of the Cleveland strike and
no matter what our theories and views may
be for the distant future, there was only one
hope for the present, namely, Solidarity, and
getting together a strong organization to main-
tain the benefits gained and go forward and
get more, until we get that which we expect
to result from our labors. The road to prog-
ress is obtained only by unity and by organiza-
tion. We must keep our heads together. It did
not matter whether we are waistmakers or skirt
makers or cloak cutters, or whatever branch
of trade, the very moment we relax our Orga-
nization is the opportunity for the employer
to get in the thin end of the wedge and make
inroads into that which we have paid for so
dearly.

Brother Larger, the General Secretary of
the U. G. W. A., had asked him to convey the
greetings of his National Union to the Ladies
Garment Workers' Convention. The U. G.
W. A. was a sister organization. But ought

not to be a sister organization. There ought to be one organization. Every branch of the clothing industry, whether ladies' garments or men's garments, or ready to wear clothing, or the high grade custom clothing, ought to be united in one organization. He believed that this would shortly come to pass. General Secretary Larger specifically directed him to express to the Convention the very best wishes of the United Garment Workers of America.

He strongly advised them that if any proposition comes up within the next few days for an increased assessment, or per capita, or something for the arranging of a permanent fund to protect the members in time of illness, or out of work, or during a strike, some tangible form by which to resist the inroads of organized capital, then he begged them to do their utmost to support something that is going to support the rank and file by the establishment of some tangible strong fund. Further than that, if such a question comes to a referendum vote of the organizations, they must do the utmost to have it carried in their local unions. The weakness of the organizations in the garment trade was the non-establishment of a fund whereby they could support the workers in a strike. The very fact of having no established fund to take care of the workers at such time is our weakness and a source of strength to the manufacturers.

He congratulated the Garment Workers in the Ladies' branch of the trade for their success in the past few years, and hoped their success will be continued in the future, that their strength will be augmented by increased numbers and by harmony among themselves, and that the organization will rank second to none in the American Federation of Labor. (Enthusiastic Applause.)

Upon motion agreed in view of the fact that the United Garment Workers were organizing the tailors of New York, to send a telegram from the Convention, to their meeting at Cooper Union, New York, that evening, wishing their efforts all the success in the world.

The President announced that this would be the last day for delegates to present their resolutions or amendments, and that the convention would adjourn until 9:30 next morning to give the various committees an opportunity to organize themselves and go to work.

Thursday, June 6th, Morning Session

The President in the Chair.

Roll call, absentees:

B. Schlesinger, M. J. Ashpis, Samuel J. Ringer, Max Amdur, Jacob Katz, Reuben Bernstein, L. Berger, Morris G. Leader, David Shapiro, Joseph Abramsky, Harry Kleinman, Geo. Wishnak, Miss Clara Lemlich, S. N. Rosenberg, Joe Kaplan, M. Shouter, N. Stransburg, Miss Myrtle Parsons, Paul Westerville, Douglas Webb, Louis Cohen, J. Welskofsky, Joe Cress.

Upon motion the reading of the Minutes was dispensed with. The following telegrams were read:

Detroit, Mich., June 5, 1912.

I. L. G. W. U. Convention,

Toronto, Labor Temple.

Sending you our heartiest congratulations and may all your undertakings be crowned with success.

Local 95, Detroit.

New York, June 5, 1912

Labor Temple, Toronto, Ont.

Heartiest congratulations to your Eleventh Convention.

Workingmen of Princess Skirt Co.,

I. Rubinbaum, Shop Chairman

New York, June 5, 1912.

Convention International Ladies' Garment Workers Union, Labor Temple, Toronto.

Accept hearty congratulations and best wishes for future success at 11th convention.

Button Hole Makers Union, Local No. 64, N. Y.

Worcester, Mass., June 5, 1912.

Int. Ladies' Garment Workers Union, Labor Temple, Toronto.

We wish your gathering great success and earnestly hope your deliberation will result in extending the growth of the International Union and bring about improved conditions throughout the land. Fraternally yours,

Cloak and Skirt Makers, Local 75.

Franklin, Secretary.

Brooklyn, N. Y., June 4, 1912.

Convention, Labor Temple, Toronto, Ont.

Greeting from Local 68 of Brownsville to Eleventh Convention of the I. L. G. W. U.

Duckler, Secretary.

St. Louis, Mo., June 5, 1912.

Int. Ladies' Garment Workers Union, Labor Temple, Toronto.

Greeting from Local No. 105, St. Louis, Mo., I. Wolfson, Secretary.

New York, June 5, 1912.
John A. Dyche, Gen. Sec'y, Labor, Temple,
Toronto.

Hope your deliberations will result in improving conditions for all Ladies' Garment Workers in the near future. The main issue to be protocol conditions throughout the United States and Canada and equalization of hours of labor and standard rate of wages.

Fraternal greetings to all the delegates.

Executive Board Local No. 10.
Nathan Baron, Chairman.

Boston, Mass., June 5, 1912.
International Ladies' Garment Workers, Labor
Temple, Toronto, Ont.

Heartiest congratulations to the success of the Eleventh Convention. Local 56.

New York, June 5, 1912.
Convention I. L. G. W. U., Labor
Temple, Toronto, Ont.

Accept our heartiest congratulations to your Eleventh Convention. May all your undertakings be successful.

Tenth Street Office Staff C. M. U., N. Y.

New York, N. Y., June 5, 1912.
Eleventh Convention, Int. Ladies' Garment
Workers Union, Labor Temple, Toronto,

Accept our greetings late through illness of our secretary. Message delayed. Cloak operators of Local 1 heartily wishing success for the enterprise and arduous task of the International and its officers in their efforts to gain improvements.

Executive Board, Local 1, Per Blitzer.

Delegate Ninfo, Chairman of the Credential Committee, read the following communication from Local No. 14:

June 5, 1912.
To the Officers and Delegates of the 11th
Convention.

We hereby certify that Brother M. Goodman has been duly elected as alternate to Brother H. Salutin, the seated delegate, who is now sick in bed. We beg that Brother M. Goodman be seated in his place.

{Signed} M. Yampolsky

Upon motion the recommendation of the Committee on Credentials, that Brother M. Goodman be seated, was agreed to.

The President announced that a telegram from Miss Casey and Miss Barnum was received that they were on their way to the Convention. (Loud Applause.)

Delegate Martin moved that a special committee be appointed to go to the train.

Secretary-Treasurer moved that the Convention as a body should go to the train.

Delegate Pierce said that nobody was more friendly to Miss Casey than he, but as Miss Casey has been confined to jail for a number of days and was in a very nervous state, a demonstration of this kind would only tend to set her back to her health. They ought not to allow sentiment to run away with good judgment. It would be better to appoint a special committee to go down to meet her and after she has had a couple of days' rest, then the Convention can give her the demonstration due to a woman of her standing.

After some discussion it was finally decided that a committee, consisting of Delegates Pierce, Polakoff, O'Reilly, Leader and Miss McGinty, should meet Miss Casey at the train.

The president announced that Louis A. Katz, the attorney of the Union at Cleveland, was present. He believed it was right that he should tell us at least how the situation in Cleveland stands. Besides being a lawyer, Mr. Louis A. Katz should actually be considered as one of ourselves. He really did more picket duty during the strike than any one of the strikers.

(For Louis A. Katz's speech, see the "Ladies Garment Worker" for July, 1912).

REPORT OF THE CLOAK OPERATORS' UNION—LOCAL 1

To the 11th Convention of the International
Ladies' Garment Workers' Union:

In our report to the last convention at Boston, we referred to our membership as being 2,000. We also reported that the cloak trade in New York was in a demoralized condition and in order to change a bad state of affairs in the trade a general strike was indispensable.

After seriously debating the question the convention adopted a resolution to this effect.

When the delegates returned from the convention the Cloak Makers of New York were already prepared for action from which our leaders could hardly restrain them till July.

On the 7th of July, at 2 P. M., in response to an appeal issued in the "New Post," then edited by our president A. Rosenberg, and now the official organ of the Cloak and Skirt Makers' Union, all the Cloak Makers went out on strike like one man and the whole industry was completely paralyzed.

All the shops were empty and looked like cemeteries. This splendid marshalling of the cloak makers' forces will always be vivid in our memory and it will remain on record in the annals of the history of the Labor movement. After a struggle lasting 11 weeks in which our leaders and executive members worked with untiring zeal, to which the Joint Board of the Cloak Makers' Union with its managers, S. Polakoff, Morris Sigman, Sol. Metz, Julius Wolf, Herman Grossman, our legal adviser, Meyer London, comrade B. Schlesinger, Manager of the "Forward," Comrade Morris Wintuhesky and the General Executive Board of the International Union with President Rosenberg and General-Secretary John A. Dyche, devoted all their time and energy, the historic struggle was finally won by the workers. Since then our membership went on increasing. We have now 13,325 members, 90 per cent of whom are in good standing and control the cloak trade in New York.

Unfortunately we have still a good many evils in the trade from which our members suffer much. Our members are namely subjected to discrimination in the shops and also to certain evils occasioned by our sister Local 17, the Children Cloaks and Reefer Makers' Union. The name of this local should really be the "Infants' and Children's Reefer Makers' Union," according to the Resolution of the last convention. This Local is, however, extremely fortunate in the fact that instead of being confined to making infants and children's Reefs, its members are making also big Ladies' Cloaks as cheaply as Children's Garments. Such a system spells ruin for our trade. It particularly affects the large locals of New York, Nos. 1, 9 and 35. Whenever a dispute arises about prices, the employers immediately refer us to the reefer shops where cloaks are made cheaper.

If not for these evils we would surely be able to control the prices and our members would make a decent livelihood for their families.

Our members are devoted union men and loyally abide by the decisions of our Local.

Our local is divided into six branches in various districts of New York. They meet twice a month and conduct their business to the satisfaction of all the members.

All the branches are represented on the Executive Board which works earnestly for the cause. The Executive Board is divided into Education, Grievance and Organization

Committees. All the committees together work for the welfare of the Union. We also maintain an office and an office staff of our own: Financial and Recording Secretaries and a Bookkeeper. We are also represented in the Joint Board.

Finally, it is the earnest wish of Local No. 1 that the International should become a strong power able to control the cloak trade throughout the United States and Canada and that it should carry out the objects for which it stands.

With friendly greetings,
B. FRIED, Fin. Secretary.
H. CUTLER, Rec. Secretary.

REPORT OF THE PHILADELPHIA CLOAK MAKERS' UNION, LOCAL 2.

In submitting our report to the convention, we are sorry to state that we have gone through a great deal of trouble during the last two years, and, therefore, the progress we have made, comes far below our expectations. Strikes, costly strikes have fallen to our share, and that accounts for it all.

Philadelphia is in many respects an unfavorable field for successful trades unions. The political administration of the city is steeped in corruption. Whenever a strike occurs, the city administration invariably sides openly with the bosses and persecutes the strikers with relentless insolence. This attitude of the police renders our strikes much more costly than they would otherwise be.

The inside contracting system is so deeply rooted in the unorganized shops that it would require almost superhuman efforts to abolish it. The favorites in the shops earn good wages, and they do all they can to surround the shops with such an atmosphere as to render it quite impossible for any outside influence, any idea of brotherly feeling and equal rights of work to enter. If, perchance, it happens that somebody in the shop ventures to say a few words in favor of a union, he is very soon made to feel it. Notwithstanding this we have quite a considerable membership, nearly one thousand members paying dues regularly, although only several hundred of them are employed in recognized union shops. What makes them so regular in their payments of dues and attentive to the problems of our union is the good and systematical way in which resolutions are carried out, the excellent order and the financial system of benefits. The members of our union are so staunch and reliable that no storm, however strong, will ever weaken or

shake them. Thus, considering our position, we are quite confident of the future. All that remains for us to do is to proceed in our activity even with more energy and perseverance, and we are confident of making more progress in the next two years.

M. SANDLER, Secretary.

GREETINGS FROM CLOAK MAKERS' UNION OF SAN FRANCISCO, LOCAL 8.

To the Eleventh Convention:

The conditions here in San Francisco are, of late, getting worse instead of better. The reason for this is the Panama Exhibition, which takes place in 1915. The general belief that this exhibition will supply sufficient employment for all and everybody is responsible for the enormous crowds of workmen of all trades who are coming here in quest of fortune. Naturally enough there are also many cloak makers amongst the new arrivals, and also many scabs. The employment agencies are literally besieged by those anxious to sell their labor, and they have to wait long before they are lucky enough to get a job. The wages in the cloak trade are at a very low ebb. The only thing that is still in force is the eight-hour working day.

These doubtful individuals mentioned try to give themselves grand and lofty airs. They cannot enter the union for fear of being quickly exposed, so they adopt the policy of shouting "Catch the thief." They try to run down and discredit the union. Fortunately, many of the workmen are addicted to races and other kinds of gambling. Such men are, of course, unfit as well as unable to occupy themselves with labor organizations. Even those who are but partly addicted to this scourge of gambling are none the less deluding themselves with false hopes of suddenly becoming rich through winnings, a thing that they can never expect from work.

However, in spite of all, our active members have not given up hope as yet. We do all in our power to organize the workmen and ameliorate their condition as much as possible.

We earnestly hope that the coming convention will work out new plans of organization which will prove beneficial to all of us."

R. BROWN, Secretary.

REPORT OF THE SKIRT MAKERS' UNION, LOCAL No. 23.

To the Eleventh Convention of the International Ladies' Garment Workers Union:

Brother President and Delegates.—We are extremely glad to report the progress our local

has made during the last two years, since the last convention in 1910.

At the time of our last convention, our local was represented only by three delegates. The number of our members was then quite small and our treasury very poor. At present we are glad to state that instead of three delegates, we are able to send ten delegates, who are representing a membership of 8,000 strong, and are in possession of a substantial treasury. The hope we entertained at the last convention that a general strike of cloak and skirt makers of New York would be called, has been realized. The indorsement of the strike by the convention infused new life and fresh vigor into the then small body of members, enabling them a few weeks after the convention to organize a general strike of 70,000 workers and carry it to success.

We believe that the benefits and gains as a result of the strike are known to everybody. It is true that we have succeeded in abolishing many evils in our trade, as for instance, the inside contractors, individual ownership of machines, sweating shops, and many other evils well-known to everybody. Yet there remained evils of which we never knew anything as for instance, the introduction of week-work, which goes hand in hand with the section system. Now, however, there is no more week-work done in the skirt trade, nor does the section system exist. A new system has been introduced into the trade during the last two years. In the skirt trade we suffer more from the outside contractors than any other local in the cloak trade; the reason being that the skirt is the cheaper trade of cloaks, and the employers try their best to produce the cheapest work possible, and in fact a large portion of our trade is done in the outside shops by persons belonging to various nationalities.

To control this trade is rather difficult, the introduction of dresses into the market has been going on for the last few years. Formerly the manufacturing of dresses and waists was divided, each article was made by different manufacturers; men were employed at skirts and women at waists. But with the dresses having come into style, those who had formerly manufactured skirts have now begun to make dresses, and the girls who formerly made a waist only, now make a whole dress. This change is responsible for the prolonged slackness that makes itself keenly felt in the skirt trade. There are now fewer skirts made and some of our members who have been exposed to hunger and distress, attribute

the slackness to the existence of the union, believing that the trade is on this account being transferred to other towns where non-union labor is procured at a much cheaper rate. But, subsequently, when strikes broke out in Cleveland and Chicago and still unemployment remained the same as before, they were bound to arrive at the conclusion that the trade has not gone out to other towns, and that their slackness is due to entirely different causes; namely, that the manufacturing of dresses has become very extensive in the skirt and waist industry, and that the skirt and waist manufacturers have also started making dresses. That is how the trouble began.

The employers, in their desire to get rid of the good union men refuse to let dresses be made by skirt makers, on the plea that dresses are to be made by dressmakers and not by skirt makers. It was pointed out that skirt makers are just as competent work people as the dressmakers. But this was of no avail. The manufacturers refused point blank to have anything to do with the skirt makers' union. They referred them to the Charter of Local No. 23, wherein it is plainly stated that they are only skirt makers. The employers then wanted to sign agreements with Local No. 25. It is self-evident that the motive prompting them to this act was simply because they thought that their work would be done cheaper under the control of Local No. 25. Several manufacturers succeeded in going under the control of Local No. 25. We, however, having foreseen the consequences of such a step, did our very best to retain the shops under our control and to obtain for our members better conditions, but as yet we have not been able to settle the disagreements and differences in our trade. All this because in our charter we are not named "Skirt and Dressmakers' Union."

We therefore earnestly hope that the convention will take this question of jurisdiction into its earnest consideration, and see to it that we have the name of Skirt and Dressmakers' Union, Local No. 23, on our charter.

We are controlling 300 shops, and dresses are made in a large majority of them. We thought of being able to settle this question with Local No. 25 before the convention, but after a number of conferences, we came to the conclusion that there is a difference between the two locals and their respective conditions, and that the trade cannot be controlled by both locals. According to our sys-

tem of work, this trade must come under our control.

We, therefore, request that you should alter our charter and also find ways and means how to organize the dress trade which is at present unorganized. There are about fifteen thousand workers engaged in this trade.

In spite of all these difficulties in our trade our local is yet in a flourishing condition. Our local is one of the biggest in the International. It has 8,000 good-standing members, consisting of operators, skirt tailors, finishers and basters. Most of them Jews. There are about one thousand Italians. The financial side of our local is in a very healthy condition. We have at present in our treasury \$25,000. We may also remark that our local expense is bigger than the expense of the biggest local of the International. The expenses are mostly incurred in payment of strike benefits. Our local has paid in strike benefits during the last two years about \$26,000; in support of other locals of the International, \$28,000, and outside organizations, \$688.

The moral side of our local is also in a sound condition. Soon after the general strike was over, we divided our local into several sections. Having conducted section meetings for the space of a year, and not being fully gratified with the result of their working, we abandoned the section meetings and now we have a general meeting every week.

Our local also carries on educational work, mass meetings and lectures on labor questions.

After the general strike we also had quite a number of shop strikes about prices, conditions of work and the sending of work to outside shops. All the strikes were settled in our favor.

Our local has always been and will remain loyal to the International Union, and will help to carry out all plans and schemes that the convention may decide upon.

Our initiation fee is: For men, \$15; for ladies, \$10; apprentices, \$2. Weekly dues 16 cents, and each member gets the "New Post" sent home, free of charge.

We earnestly hope that at future conventions all those trades that are not as yet organized will then be represented by delegates.

With fraternal greetings,

G. WISHNAK.	J. ABRAMSKY.
JOHN A. DYCHE.	H. KLEIMAN.
M. PEARLSTEIN.	J. KAPLAN.
MAX ALBERT.	H. WANDER.
MAX BRODFIELD.	FRANK COMUNALE

**REPORT OF THE LADIES' WAIST &
DRESS MAKERS' UNION
LOCAL 25**

To the Eleventh Convention of the I. L.
G. W. U.:

Worthy President and Delegates,

According to our Biennial Report, submitted by our Worthy secretary, Brother Dyche, it appears that Local No. 25 had during the last two years 74 strikes, 53 of which were successful, 3 settled by compromise, 1 by the State Board of Arbitration, and 17 were lost. If this is the case then, Local No. 25 must have had hundreds of shops under its control. After the general strike of 1909-1910, Local 25 signed agreements with 350 manufacturers. In order to make this quite clear to the delegates it is necessary to make the following explanation:

The General Strike of the waist and dress makers in 1909 was called out without adequate preparations. The leaders of the local had a rather scanty idea what it meant to call a strike of an extensive trade like ours. Even the most optimistically inclined amongst us did not expect that more than 5,000 employees would respond to the call.

The officers of the International Union looked upon the movement with doubt and pronounced the idea of a general strike in the Waist and Dress making trade as absurd. Thus, not having expected a very general response to the call for a general strike the preparations were naturally not very efficient. The active members who were to lead the strike were only few in number, and so it came about, that when the general strike was declared and a multitude of 18,000 to 20,000 responded to the call, many things, in spite of our best intentions were left undone or neglected and many working in large shops returned to work even before we had time to arrange a meeting.

The strike lingered on for about 16 weeks, and the few active members could not possibly manage to watch over the settled shops and place them under efficient control.

This strike did not meet with the expected success, because, firstly, we mostly succeeded in gaining control over the small shops only, and secondly, owing to inexperience, many shops that had settled during the first, second and third week of the strike, but were not properly looked after during the strike, relapsed into the old conditions.

The employers, as in their wont, tried to discourage the workers by all sorts of tricks

and so it came about that although there were in the archives of Local 25, 350 signed agreements, yet, a large number of shops were no longer union shops. These included small and insignificant manufacturers who either became bankrupt or went out of business altogether. Thus, in the year 1911, when the Union had to renew the agreements it was found that there were only about 200 shops left.

After many efforts and single shop strikes, Local 25 succeeded in 1911 in signing agreements with only 164 manufacturers; and before a month was over 7 of them went out of business, 18 went into bankruptcy and 9 had their business destroyed by fire. Thus Local 25 was left with only 130 settled union shops.

It was quite clear to us that something extraordinary would have to be done to get control over the Waist and Dress Making trade. We were perfectly convinced that it was impossible by a systematic agitation to bring about the organizing of 40,000 employees in a Union. Thus the question of another general strike became the order of the day for the Executive of Local 25.

A committee of two members of Local 25 was sent to the meeting of the general executive board of the International Union, which took place on the 10th of September, 1911, in Cleveland, Ohio, to report on the conditions of the trade and to submit the request of Local 25.

The General Executive Board heard the report of the committee on the condition of the Union and the suffering of the workers in the trade, (the committee having pointed out that, with a systematic preparation the support of the International Union and the falling in line of the cutters, a general strike in 1912 in the Waist and Dress Making trade would result in the building up of a strong and powerful Union,) and elected a committee of five to put itself into communication with Local No. 25, and Local 10 with a view of agitating and preparing the workers for a general strike.

The result of the agitation of this joint committee was that within the ensuing few months two thousand employees joined the Union and many thousands more were waiting for the last moment. Many employees did not believe that a general strike would be called, and did not think it worth while to join the Union otherwise. Many others would not join the Union for fear of being dis-

charged from their places, and these also waited till the last moment. When at the last moment the question of a general strike was referred to a vote of the members of the Local in good standing and carried by a majority of 90 per cent in favor and only 10 per cent against, the officials of the International Union, contrary to all our expectations, recalled their indorsement on the plea of the International Union not being strong enough financially to undertake such a gigantic strike.

The leaders and executive members of Local 25 vehemently protested, thinking of the workers' indignation. They, in whose heart a sweet hope for a betterment of their condition was rising, would now, when left in hopeless disappointment, become despondent and embittered, and would forsake the Union in the same way as the Union had forsaken them.

We tried to point out to the leaders of the International Union that the workers would rightly turn from a Union that misled them. This was the opinion of thousands of workers, but it was of no avail. The officers of the International Union were firm in their resolve not to sanction a general strike. They explained that the Cleveland strike had exhausted their financial resources, and in order to be able to carry to success such a gigantic strike in the Waist and Dress Makers trade it was absolutely necessary that the International Union should be in a better financial condition.

Most of the manufacturers actuated by the fear of a general strike signed agreements with the Union, but no sooner had they heard that there would be no strike many of them went back on their settlements and locked out their employees. During the first two weeks the Union had 34 shops on strike, four of which were lost and 30 conceded the demands of the Union. 30 shops disobeyed the Union's order to carry on single strikes for union conditions. These shops in their embitterment against the Union, went so far as to surrender their fate into the hands of the employers. This resulted in the Union having signed agreements with only 90 manufacturers, 20 of whom were small and insignificant.

It ought to be quite clear to the President and delegates of this convention that Local 25 will have a poor existence if it is to remain under the present conditions. There are about 40,000 workers engaged in the trade of

Waists and Dress Making. They suffer terribly; long hours and starvation wages is their lot. They are anxiously waiting to see what the Eleventh Convention of the International Union can do for them. They are waiting and hoping for relief! Let the convention decide upon a general strike in 1913. With the support of the whole International Union, we hope to succeed in getting Union control in the big shops of the trade. Then Local 25 will have justified its existence, and the International Union will have a Local to be proud of.

With trade union greetings.

THE WAIST AND DRESS MAKERS' UNION, Local No. 25.

A. Baroff, B. Witashkin, S. Spiwak, Clara Lemlich, E. Reisberg, H. Lieberman, and S. Hyman—Delegates.

GREETINGS FROM CLEVELAND.

To the Officers and Delegates of the Eleventh Convention of the I. L. G. W. U., Greeting:

Since our members in Cleveland returned to work after a prolonged and bitter fight lasting 20 weeks, a regrettable reaction has set in amongst the ranks of our members. The majority of our members stand aloof from our locals for fear of losing their daily bread.

The manufacturers, on the other hand, try their utmost to harm us by a systematic espionage in the shops, and even in the unions.

To our great regret the bosses often succeed in sowing discord and misunderstanding amongst the masses. And as though this were not sufficient for our exploiters, they took revenge on our most devoted officials and earnest union men by driving them out of the shops and replacing them by others more humble, whom they can oppress without fear, in order to demonstrate that if those who have remained will not behave like "good boys" and be obedient slaves to "their masters," they will have to share the fate of their predecessors.

Apart from that, we also know for certain that the bosses have a "black list," and that they are also in possession of photos of all those who bravely fought for their rights at the time of the strike and how many times each of them was arrested, and thus it is easily understood what kind of treatment men with such a record have to expect at the hands of the bosses.

However, the bosses are cunning enough, by trying to appear in the eyes of the public charitable and generous. Of course they would not like the fact of their having a black-list be known to the general public, so in order to avert suspicion, they took back some of the active members, especially the very best, the most capable hands, and they never lose an opportunity of mentioning it. It has a great deal to do with their philanthropy, and it is solely for this reason that they give them employment and render their life a perfect misery, quite in the "philanthropic style," so much so, that in the end, the poor and oppressed workers can stand it no longer and quit the places on their own account. However, all this persecution and suffering does not weaken the class consciousness of the intelligent workmen; quite on the contrary, the more we are oppressed the fiercer will be our fight, and notwithstanding the fact that many have deserted our ranks, we still manage to hold our own and stand firm on our ground. We have here six locals, four of which are Jewish, one Bohemian and one Hungarian. We also have a Joint Board with well represented delegates. The tender-hearted bosses are, of course, genuinely sorry to see us still "alive and kicking," but this they are helpless to prevent. The sad recollection of their having lost enormous sums of money through the union certainly does not tend to appease their anger. Of course, they are trying their utmost now to make good their losses by taking advantage of those unfortunates who are compelled to work for the smallest prices. Our union is going through a momentary crisis, and the bosses are cognizant of this fact, and they try to make hay while the sun shines; to grab as much as they can while there is yet time, for they know that the workers are commencing to understand their own interests and our "bread-givers" naturally feel what is awaiting them.

In order to reorganize our unions on a firm and sound basis, we appeal to the delegates who will represent their respective locals at the coming convention, that in considering various schemes for the good of all, they should think of Cleveland in particular in order to restore our firm foundation and conquer our enemies and oppressors.

H. BERKOWITZ,

Cleveland, O.

**REPORT OF THE LADIES' TAILORS
AND DRESSMAKERS' UNION OF BOS-
TON, LOCAL 26.**

To the International Ladies Garment Workers Union in Convention Assembled:

Sisters and Brothers.—Many of you are acquainted with or have heard of the Ladies' Tailors and Dressmakers' Union, Local No. 36, of Boston. You remember that but a short while ago Local No. 26 was amongst the strongest locals of the International Union. For a considerable length of time our Local was the only union of Ladies' Tailors on the continent which could command any respect from the bosses, as well as from the workers.

In the year 1909, the employers association of this city undertook to break this local, and they all but succeeded in their aim. After a long and bitter struggle, the strike was lost, but the Ladies' Tailors and Dressmakers' Union, although not quite as strong as before, is still alive.

The struggle caused a big deficit in our treasury. Part of this deficit was in the form of unpaid per capita tax to the International amounting to \$75. Of this we paid \$20. There is still \$55 due to the International Union.

Just at present our local is again getting into the spirit of the thing. Before next September we will start an organizing campaign which bids fair to accomplish results, and before the end of the year we propose to have the entire trade organized. Our finances, however, are rather low, compared with the task in contemplation. We, therefore, realizing the necessity of concentrating all of our energy available on this organizing campaign, voted not to send a delegate to the International convention. We hope that you will consider our action most proper and right. We now beg of you, the International Ladies' Garment Workers Union, in convention assembled, to do your share in our organizing work, by crediting our local with \$55, and thus cancel our debt. This will allow us to put much more energy into the organizing work and it will afford us more financial freedom for the work.

Hoping that you will grant our request, we remain, fraternally yours,

**THE LADIES' TAILORS AND DRESS-
MAKERS' UNION, LOCAL No. 36.**

I Paris, Secretary.

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REPORT OF THE WRAPPER AND KIMONO MAKERS' UNION, LOCAL 41.

To the Officers and Delegates of the Eleventh Convention, Toronto, Canada, Greeting:

At the tenth annual convention held at Boston our delegate then reported to that convention of the unfortunate position of our local and its membership, which at that time consisted of three hundred. The employees were then accustomed to work nine and a half hours and even more a day. At that time more than ten thousand employees were unorganized. Our delegates' request at that convention to aid our helpless working people was turned over to the General Executive Board. Thereafter a committee approached the G. E. B. and pleaded with them to organize the trade. The Board appointed a member from our local to organize three locals, namely: Locals No. 41, 50 and 72 and paid his salary for five weeks. The said organizer found that nothing beneficial could be done for the working people of the trade unless a general strike were called. In the summer of 1910, the General Executive Board was too busy with the cloak makers' strike, and would not indorse our proposition for a general strike. The season was a very busy one, although the employees worked long hours for small wages and we were of the opinion that a strike could easily be won. We therefore went out on strike on our own account after the matter was thoroughly considered by our members, for nine hours a day and more wages. But after two days' strike, we received a communication from the general secretary, John A. Dyche, ordering all our members back to work, because a strike was then in progress in the cloak trade. This matter was then submitted to our members at a meeting called specially for that purpose, and the proposition was laid before them. Naturally they protested against the action then taken by the general secretary, believing that they were as good as those who were affiliated with the cloak makers' union, and the strike was continued. Having struck for one week, we were victorious, having won the nine hour demand and organized two hundred members in Brooklyn. In New York the people in this trade have been working nine hours for the past eight years. We now see that having organized only a small percentage of the working people of this trade, we will never be in a position to better the condition of the workers and assure the existence of the local, for we are very weak financially,

and to do this we would naturally need your aid and assistance.

We realize to-day that the conditions of more than ten thousand people working for very low wages is very deplorable, for not alone is it possible for a man to earn a livelihood, but it is impossible even for a girl to earn her bare necessities of life under the present scale of wages. We called many shop meetings from the non-union shops, but they always ask of us what benefit they can derive if they belong to the union. Therefore, we believe that a general strike will have to take place in order to organize the trade.

For the past few months our trade was exceptionally busy, and we again appealed to the General Executive Board to indorse a proposed general strike. To this they answered that first our members must pay weekly dues amounting to 15 cents. We succeeded in carrying this out and have again appealed to the G. E. B. to help us win a fifty-hour week and more wages, knowing that we could easily have won a strike. We were advised that the G. E. B. would look into the matter.

We have lived in hopes daily and for that reason we have not made any agreements with our bosses, and now things are so that they are mightier than we are and the members are very much displeased, and should conditions continue, our local will surely go to pieces.

As you well know, our trade is now entirely changed. Instead of wrappers and kimonos, we make, as a rule, house dresses. Our membership is about eight hundred. We control at the present time three branches in New York and Brooklyn. We also keep two paid officers and a regular office.

We hope and trust that after you will have read this report and given it your consideration, you will feel our predicament and you will, no doubt, help our delegate at your convention to secure for us an indorsement for a general strike.

We remain, fraternally,
**WRAPPER AND KIMONO MAKERS'
UNION, LOCAL NO. 41.**

**REPORT OF THE CLOAK AND SKIRT
MAKERS' UNION OF TOLEDO, O.
LOCAL NO. 67.**

To the Eleventh Convention of the I. L. G. W., Greeting:

At the last convention which was held in Boston, our local was unable to be represented, our membership numbered then 62, and our funds amounted to \$50. Our working hours were then not less than 60 a week, and we

had nothing to say in regard to making prices. To-day our membership numbers 196, and we have in the treasury \$1,200. We have also assisted the Cleveland strike with \$1,286, which averages over \$8 per member. We have paid \$290 in sick benefits within 18 months, and have donated to other organizations and traveling members from other locals, \$250. Our weekly dues are 16 cents, and our initiation fee is \$3. In May of last year we, with the assistance of the General President, A. Rosenberg, and General Secretary John A. Dyche, acquired the 50-hour week, and the concession of a shop chairman and price committees. Besides making material gains through organization, our members have also gained intellectually and in order to maintain the present conditions, we would suggest that the international Union find ways and means to keep up the spirit of the members by having an organizer visit us more often than in the past; we also feel that the International Union would do a great service to the membership at large by promoting a closer relationship between the neighboring locals.

Hoping that this convention will bring us closer to our aim, we remain fraternally yours,

MORRIS J. COHEN, Secretary.
MEYER ROSENBERG, President.

REQUEST FROM THE CLOAK PRESSERS' LOCAL 88, OF BROOKLYN, N. Y.

To the Eleventh Convention of the I. L. G. W. U.:

Fellow Delegates.—The undersigned, cloak and suit pressers of Brownsville, Local No. 88, respectfully beg to present before you our grievances against the Joint Board of New York. These are as follows:

At the last convention, held in June, 1910, when some of the delegates present raised the question whether our local should be recognized by the Joint Board, the convention went in our favor, and a resolution was then passed that our local be in every respect recognized as a local of the International Union, and instructed the Joint Board of New York to admit us as an affiliated body, and extend to us the same rights and privileges that other locals of the International Union are entitled to.

Has the Joint Board admitted and recognized us, as was decided by the convention? Emphatically, no! For nearly two years we have been trying to get from them the recognition due us, and have not only failed in our efforts to gain recognition, but we have also

been outraged by the action of the Joint Board which has treated our members as mere "scabs." Yes, brethren, every member of our local was excluded from every union shop throughout New York by the order of the Joint Board. Our local and every member thereof were treated as enemies of organized labor, for no other reason than that we claim our rights as a local of the International Union. Many of our good standing members were turned away from the shops and made to suffer want and deprivation. Their families had to go hungry and cold, and in many instances thrown out from their rooms into the street, because the head of the family, being a member of our local, though in good standing, was not permitted to work in his shop. Such was the action taken by the Joint Board against their own brethren, who instead of enjoying the same rights and privileges as the members of the Joint Board locals they were treated as if they were non-unionists by the leading representative of our locals and unions in New York. Surely such action savors of tyranny and despotism, and is in utter violation of our Constitution and of every principle of right and justice.

But, it may be asked, why has the Joint Board taken such despotic action against our local and members? Is it because we were not in good standing, or because we have not observed the rules and regulations prescribed by our Constitution and By-Laws, or because our local has failed to perform its duties towards the organization? No. None of these. Our members have always been and are today in good standing. They have at all times complied with all the rules and requirements of the Constitution and By-Laws of the International. Our local has done more than its share to help the organization. From the day the charter was granted to us, we worked actively and conscientiously to help our organization in every way. During the strike our local took quite an active part and did every possible thing to better our conditions. It certainly helped to bring the strike to a success. When the strike was over we spared no time and efforts to assist in maintaining what we have accomplished. On every occasion we were of the first to give mutual aid and financial assistance to the various committees who applied to us and who were in need of something or other. So that those are not the causes that called out such tyrannical action on the part of the Joint Board.

As you well know, at the last convention,

Local 35 raised its voice against the existence of our local, but was made to understand by the convention that our local will continue its existence. Since then, it has tried in every way to oppose us and managed to influence the Board so that it demanded our dissolution. Knowing that such a demand from the Board was unconstitutional and unjust, as it was contrary to the terms of Section 2, Article XI, of our Constitution, and contrary to the resolution passed by the convention, we would not and could not permit ourselves to be dissolved.

It is strange indeed to hear from the Board that our local has no right to exist, because Local 35 wishes it. Have we not the same rights and privileges that other locals have, and that Local 35 has? The Joint Board says, no. And why? Because the membership of Local 35 is far larger than ours and can bring more nickles and dimes and dollars into the treasury of the Joint Board, which seems to care little for our Constitution and little for the will of the organization.

Now, we ask, shall such a state of affairs be permitted to exist in our great organization? Shall our password be nickles and dimes and not union and harmony? Shall we be governed by the Joint Board or by the main organization? The answer must be given by the convention.

Now, a few more words concerning ourselves and our local. Is our position sound, and have we a right to continue our existence? The answer must be in the affirmative. First, in a town like Brownsville, with a large population, of which very many work in our trade, a local union is a necessity. All members of our local being employed in Brownsville, know the town and the conditions of the trade, which is mostly an outside trade, and they are fully capable of supporting a local union. It is no more than right that our member should have such a local union.

Secondly, the members of our local, most of whom being more or less intelligent, and almost all being in good standing and desiring to retain its charter, demand that we continue our existence and be given our rights guaranteed to us by Section 2, Article XI, of the Constitution, as follows:

"A. L. U. shall not withdraw from the I. L. G. W. U. or dissolve so long as seven members at a special meeting called for that purpose object, and are willing to retain its charter."

Now, brethren, shall the Joint Board of

New York have more to say than our Constitution? Shall money control a representative body of our unions more than resolutions of our meetings and conventions? No! A thousand times, no. We, therefore appeal to you, brethren, to you, the highest tribunal of our main organization, to see that we get justice, and that there should be no recurrence of what the Joint Board has done to us in the past, and see that we get the recognition due to us.

Feeling confident that our grievances against the Joint Board will be taken into consideration and the convention will go in our favor, we remain gratefully and fraternally,

CLOAK AND SUIT PRESSERS OF
BROWNSVILLE, LOCAL No. 68,
Chas. Duckler, Secretary.

*REPORT OF THE CLOAK AND SKIRT
MAKERS' UNIONS OF ST. LOUIS,
MO., LOCALS 18, 31, 78, 93 and 105.*

To the Officers and Delegates of the Eleventh Convention of the International Ladies' Garment Workers Union, Greeting.

At the last convention in Boston, St. Louis was not represented. At that time St. Louis had only the Cloak and Suit Cutters, Local No. 16, which was so small and poor that it was not able to raise enough funds to send a delegate.

Since that time things have changed. The general strike in New York which succeeded in spreading a wave of unionism over the land, also reached St. Louis, and in August 1910, the Cloak Operators and Finishers have organized as Local No. 78. A little later the following locals, Skirt Makers Local No. 18; Cloak and Skirt Pressers, Local No. 31; Alteration Ladies' Tailors Local No. 93, were organized.

In February, 1911, we had organized in the various locals about 500 males and 200 females. The Ladies' Custom Tailors and Ladies' Skirt Makers were still unorganized, and it was believed at the time that we would not succeed in organizing them until we have a steady organizer, and at the same time we have also felt the necessity of having an office and a representative to settle all kinds of trouble arising between our member and the manufacturers and the above things have forced our union to open an office and engage a business agent and on the 12th of June, 1911, this was done, and Brother J. Glickman was elected business agent.

At that time we had in St. Louis five (5) locals, which had a Joint Board elected from the best of their members, and who had tried their best to help organize the locals and transact business in an intelligent, business-like manner. During that time the Union came into conflict with some of the manufacturers, and we had to call strikes. Some were successfully won by the union and others were settled by the working men without the recognition of the union. In some shops we won recognition of the union without any trouble.

All these have taken our time and energy away, so much that at one time we sent for the President of the International Union. During that time our city was visited by the organizers, Weinberg, Chas. Fromer, Miss Pauline Newman, and they helped very much in upholding the spirit of our members.

In the beginning of August a strike was called at Palmer's shop in Chicago, and with the existing strike in Cleveland, it affected our union very much, as numerous workingmen from those cities came to St. Louis and over-crowded the market still more.

Our members started complaining against the union. Somebody spread rumors that the officers of the Union are encouraging the people from those cities to come to St. Louis. The manufacturers being aware of what was going on in our ranks, welcomed the strangers and gave them a show.

We would have overcome these difficulties somehow, if not for another foe which we have least expected. At the end of November two of the bigger manufacturers, one a union shop, have given up manufacturing clothes, and this has thrown out of work a large number of our members, without any chance of getting a place.

At the same time other manufacturers closed down their shops and declared that they would not have any more union members in their shops. This demoralized our members so much that the union was unable to have control over them, and it is understood that the first and main sufferers were our active union members, all who in their desire to get a job had to give certain securities that they would not belong to the union, and even this was not sufficient to secure a place to work, as there was not sufficient work for all.

Under such circumstances it was impossible for some of the locals to exist, as the members were scared away from the meetings for fear that the manufacturers may find out that they belong to the union.

Much credit must be given to the members of the Joint Board. They certainly were the first to suffer, as no boss wanted them to work, but none of them has deserted his post, and they were busy making plans to mobilize the members around the union. A committee of two were sent to the quarterly meeting of the General Executive Board in Chicago, and requested the International to help us, and as a result, General Secretary-treasurer, John A. Dyche, visited us in January, at the time of the last lockout. He advised us to keep up the office under all circumstances, and promised that the International would help us and his promise was fulfilled. Our union has received eight weeks' pay for the business agent.

The Joint Board has decided to amalgamate Locals 18, 31 and 78 into one. This made it possible to establish some system and to hold meetings. At the same time a few members of Local No. 93 have divided among themselves the funds of the local, and on the advice of the general office, suit was brought against them in court, and they had to return the money.

At present the working men of St. Louis are demoralized and scared away from the union. The following fact will show: At the beginning of May I have succeeded in bringing together some members of Local No. 93, with the intention of building up again the union, and the next day two of them were fired and the rest of them were warned not to go to the union, or they would lose their jobs.

But there is also a good side to this report. At the beginning of January, the Custom Tailors were organized, and so far they have a good strong local, No. 106. We have now in St. Louis three locals, Locals 18, 78 and 106. These locals have a membership of about 250, and Local No. 78, having amalgamated with other locals, is therefore the strongest. We are keeping up the office and the business agent, and are also sending two delegates to the convention. Things are improving now. New concerns are being opened, and if the International Union will send an organizer to our city, we are sure to have a strong and good union in the fall season.

Respectfully submitted,

JACOB GLICKMAN,
Business Agent.

A discussion ensued on the question of Local reports to the Convention. Delegate Lefkowitz moved that the Locals having failed to place their reports in the hands of the General Sec-

retary-Treasurer in time should bring them forward at the Convention.

The Secretary-Treasurer: This motion is out of order; it is against the Constitution. The Constitution reads that twenty days prior to the Convention the report should reach the General Office. The reports of all the Locals that have complied have been printed. Any reports that reached me after the twenty days have not been attended to and cannot be included in the proceedings.

The meeting adjourned at 11 o'clock A. M.

Friday, June 7th, Morning Session

President Rosenberg in the chair.

The following were absent at roll call:

Max Amdur, M. Kushner, Daniel Nisnewitz, Abraham Scherer, Harry Kleinman, Meyer Perlstein, Miss Clara Lemlich, Meyer Rosenberg.

It was announced that Delegate B. Fried, Local 1, had received news of the death of his brother which necessitated his going to New York.

The following telegrams were read:

Boston, Mass., June 6, 1912.

John A. Dyche, Secretary-Treasurer Int. Ltd.
Garment Workers Convention, Toronto.

We appreciate your support and we assure you of our absolute innocence on all counts except loyalty to the working class. May your convention lead to greater solidarity and power of the Garment Worker.

Eitor and Giovanniti.

Baltimore, Md., June 6, 1912.

John A. Dyche, Labor Temple, Toronto, Ont.
Local 34 greets the delegates to the Eleventh Convention with brotherly regards.

M. Hertzbach.

Upon motion agreed that the first telegram should be sent to the press.

The President announced that Miss Josephine Casey was taken so ill on the train that she came to the conclusion she could not stand any demonstration and therefore went back East. Before she left she, however, dictated the following letter:

Toronto, June 5, 1912.

Mr. President and Sisters and Brothers of the Convention:

I am more than sorry I cannot carry out my plan of greeting you in person to-day; but I find after this particular "Round" with Hatfield, I have to call "Time" in order to go in training for another round.

The trip has been harder on me than I expected and my one desire now is to hurry on to the sea-shore where I regained my strength once before, after my mother's death.

The report from Kalamazoo will have to be delivered to you by others. I feel that already we have accomplished much, not only for the Trade Union Movement of Kalamazoo, but also for the Campaign which all Trade Unions must make against "Government By Injunction."

You will know from the fact that I actually got to Toronto how anxious I have been to see you all.

My very best wishes are with you in your Convention work.

Yours with regret,
Josephine Casey.

The President announced that a photograph of the entire delegation would be taken in the afternoon in front of the City Hall and he wished all to be present. Also that the Toronto Committee had arranged for a banquet to be held that evening in the Assembly Hall.

Delegate Myrtle Parsons from Kalamazoo was granted the privilege of the floor and called the delegates' attention to three different styles of pictures she was selling for the Kalamazoo corset strikers. They all knew already it was for a good cause.

The President called on Miss Belle Yount, of the Kalamazoo strikers, who volunteered to go to jail rather than accept bail, to demonstrate they did not recognize the decision of the Judge, to say a few words.

Miss Belle Yount said she was not so good at making speeches as at going to jail. They were arrested for doing nothing. They had been down the street picketing in a peaceable way when they were served with an injunction, arrested and put in jail for nothing. They were there sixteen days before they had a hearing. They refused to take bail, for they had done nothing. Then they were convicted of contempt of court. Miss Casey was sentenced to 20 days and eight others were sentenced to five days and some to ten days. One girl was sentenced to five days more, because she waved her paper in the air and said "See, girls, what I have." Then, after her time was served, one lawyer made arrangements for somebody to stay with Miss Casey. She was not able to be left alone at night. So she, the speaker, went back and stayed four nights with her. Miss

Yount came to the Convention right from jail. (Loud applause.)

Delegate Dyche: We have a letter asking us to allow a committee of the Eaton strikers to say a few words.

Upon request the privilege of the floor was granted to the Eaton strikers.

Brother Gould, one of the strikers, said that in the name of all the strikers they welcomed the delegates to the 11th Annual Convention and wished them all success in their work in the hope they would stand for the rights of all.

Having been on strike for sixteen weeks, they wished to acquaint the delegates with their grievances. Previous to the strike the T. Eaton Co. tried to reduce prices on every garment. When an employee went to the manager to complain he was discharged and placed upon the black list in that company. Then the company ordered a new process of work. They wanted the employees to put the linings in the cloths by machinery. The employees tried it and found it would be impossible for them to make a living thereby and they complained to the manager. His answer was that he didn't care for our living. He didn't care what wages we made.

On February 14th they received an ultimatum that they must do the work as ordered. They appealed to the head manager to give them an hour's time to decide what they were going to do. He only gave them 8 minutes' time and the employees were not satisfied to go back to the machines on the conditions.

Then the police and detectives called and roughly put them out. Of course, the rest of the departments went out in sympathy.

For the past seventeen weeks they had thus been on strike and their families were in sore need. They, therefore, appealed in the name of the strikers and their families to the Convention to come to their assistance. Some of the strikers would be forced to leave the city to look for employment, but none of them would leave the International Union. They would fight their enemies to the bitter end until final victory.

Upon motion it was unanimously decided to donate \$500 to the strikers.

Upon motion it was agreed to place on record that a year ago that day and hour the Cleveland strike had been called.

Delegate Epstein, Secretary of the Resolu-

tions Committee, reported on the following resolutions:

Resolution No. 1.

Whereas, during the general strike in Cleveland, one Benjamin Acquino, a striker, who accidentally shot and killed a certain individual, was arrested and charged with murder, placed under \$8,000 bond, later reduced to \$1,000, and was in jail about two weeks before bond could be obtained, but was only obtained after the friends and relatives of the said Benjamin Acquino had given their fellow countryman the sum of \$800 (eight hundred dollars) as compensation for signing said bond, which was later forfeited because of Benjamin Acquino having left the jurisdiction of the court and the country, and

Whereas, the Local Officers of the Cleveland Unions promised to refund to the friends of the said Benjamin Acquino the said sum of \$800 and that the said officers endeavored and did make special efforts to pay said obligation, and have paid the sum of \$500, leaving a balance of \$300 still unpaid, and

Whereas, the said Local Unions of Cleveland are financially embarrassed, and are unable to further meet this obligation of \$300, therefore be it

Resolved that this Convention authorize the I. L. G. W. U. to advance the sum of \$300 to fully satisfy and discharge the obligation assumed by the Unions of Cleveland.

(Signed) Harry Berkowitz,
Joint Board of Cleveland.
Arthur Ganz, Secretary

The recommendation of the Committee is to reject on the grounds that this transaction occurred without the knowledge or sanction of the office of the I. L. G. W. U.

After some discussion, during which delegates Felt and Berkowitz opposed the Committee's recommendation, the matter was, upon a motion by delegate Pierce, referred to the incoming General Executive Board.

Resolution No. 2.

Whereas, about 600 cloakmakers at the T. Eaton Co. of Toronto, Canada, who through their activity in the recent struggle do now and will for some time to come suffer discrimination, that will keep them out of employment at least until the middle of July, and

Whereas, these strikers have stood loyal for fifteen weeks, five of them without receiving any strike benefit at all and the remainder on a meager pittance of \$3 and \$5, single and married, respectively, and

Whereas, it is essential to the welfare of

our organizations to stand by those who have and are now standing loyally by our Unions, therefore be it

Resolved that this Convention shall devise ways and means whereby to help these loyal Union men and women until they find employment.

M. Lapidus H. Salutin, L. Berger and S. Reitzin, Local No. 14; J. Welkofsky, J. B. of Toronto; A. Kirzner and L. Salinsky, Local No. 92; D. Webb, Local No. 82; J. Kress, J. B. of Montreal;; L. Jacobs, Local No. 103; L. Cohen, Local No. 13; H. Laberson, Local No. 61; J. Kivenko, Local No. 19.

The recommendation of the Committee is to refer to the incoming General Executive Board.

Upon motion the recommendation of the Committee was concurred in.

Resolution No. 3.

Whereas, in the City of New York a great number of unorganized Ladies Shirt Waist Makers, Petticoat Makers, White Goods Workers, Kimono Makers and Children's Dressmakers, total being about 50,000 to 60,000, in the trade, and

Whereas, 90 per cent. of the workers are females and a great number of children under the age of sixteen are working in these trades and the hours of labor are 55 to 60 per week, and

Whereas, it is impossible for those who are members of Unions and who are working in these trades to create a fund to organize and to establish Union conditions throughout the trade, therefore be it

Resolved that this Convention shall decide to levy a tax on all the members affiliated with the I. L. G. W. U. to organize and enforce Union conditions in the above-named trades.

(Signed) S. Polakoff,
Delegate Local No. 9.

The Committee recommended that a fund be created for this purpose by levying a tax of 5 per cent. on the treasuries of each Local of the I. L. G. W. U. and that this tax must be in the hands of the General Executive Board by October 1st, 1912.

Moved and seconded that this recommendation be concurred in.

Delegate Dyche: It means that the Convention appoint somebody to collect the tax.

Delegate Kleiman: I have been in favor of the recommendation because we know that the tax on individual members will never be collected. The Cleveland tax, although not yet

collected from all the members, yet has been paid by those Locals that have money in their treasury.

Delegate Dyche: I am opposed to the motion because I have had some experience in collecting money and I know that it is very easy to pass resolutions here, but difficult to collect the money. We had to go to work in some cases and suspend some of the biggest Locals before they would pay the tax. You know how hard it is to discipline our people, and don't put them under a temptation to do that only at the last extreme. I know from practical experience that if you carry this motion you will bring about disruption, fights and quarrels, and for heaven's sake, don't attempt to do things that are easy to pass and yet are almost impossible to carry through.

A vote was taken resulting in 37 for and 48 against the recommendation.

Resolution No. 4.

Whereas, the New York "Call" is a Socialistic paper, standing for the interests of the working class, and

Whereas, the "Call" has always assisted the organized workers in their struggles and has given the true side of the workers, therefore be it

Resolved that a vote of thanks be extended to the New York "Call" and that the International Ladies' Garment Workers Union recommends all its members to assist the "Call" financially as well as morally by reading the paper, which represents them best.

(Signed) S. Haiman,
Delegate Local No. 25.

The recommendation of the Committee was favorable to the resolution. Upon motion the Committee's recommendation was concurred in.

Resolution No. 5.

Whereas, 48 girls have been on strike now for seven weeks in Bayonne, N. J., for a reduction of hours from 60 to .54 hours per week, and

Whereas, this strike is costing our Union more than \$100 per week, and it is plainly the aim of the employer to starve the strikers into submission, therefore be it

Resolved that this Convention come to our assistance financially.

(Signed) H. Klein,
Local No. 41.

The majority report of the Committee was to refer to the incoming General Executive Board. The minority report to reject. Upon motion the majority report was carried.

Resolution No. 6.

Whereas, Joa. J. Ettor and Arturo Giovannitti are detained in the Lawrence County Jail on a charge of accessory before the fact of murder in the first degree, and

Whereas, these two labor leaders are not guilty of any crime, saving activity in the Lawrence textile strike, be it

Resolved that the delegates of the 11th Annual Convention of the I. L. G. W. U. see in these charges nothing but an attempt to paralyze the conscientious work of those who are leading organized labor to better conditions and in trying to make strikes criminal offenses, and be it further resolved that we protest against the arbitrary action of the Commonwealth of Massachusetts and demand the immediate liberation of Ettor and Giovannitti, who were guilty of the only charge to procure more bread for the textile workers and the children of Lawrence, Mass., and be it further resolved that a copy of this resolution be sent to the Governor of the State of Massachusetts, and District Attorney Atwell of Salem, Mass.

(Signed)

S. Ninfo,
Delegate Local No. 9.

The recommendation of the Committee is to adopt. Upon motion the Committee's recommendation was concurred in.

Resolution No. 7.

Whereas, the two labor leaders, Ettor and Giovannitti, are facing a death sentence because they were loyal to the textile strikers, be it

Resolved that the 11th Annual Convention of the I. L. G. W. U. decide to donate from the International funds the sum of \$100 to help in the fight for their immediate liberation.

(Signed)

S. Ninfo,
Local No. 9.

The recommendation of the Committee is to adopt.

Upon motion the recommendation was concurred in.

Resolution No. 8.

Whereas, it is absolutely necessary that all members of the I. L. G. W. U. shall be posted on all the latest phases in the labor movement, and also on the progress of the International Union and its affiliated Locals, and

Whereas, such knowledge at present does not reach all the members through want of proper distribution, therefore be it

Resolved that a copy of the "Ladies Garment

Worker" be forwarded every month to each good standing member gratis.

M. Lapidus, L. Berger, H. Salutin and S. Raitzin, Local No. 14; J. Welkofsky, J. B. of Toronto; A. Kirzner, Local No. 19; L. Galinsky, Local No. 92; D. Webb, Local No. 83.

The recommendation of the Committee is to refer to the incoming General Executive Board. Concurred in.

Resolution No. 9.

Whereas, the educational side of our organization has to a certain extent been neglected, and

Whereas, our members do not get the necessary instructions in Unionism, be it

Resolved that the Organization employ writers and lecturers to agitate for our cause.

(Signed)

S. Haiman,
Local No. 25.

The recommendation of the Committee is to refer to the incoming General Executive Board. Concurred in.

Resolution No. 10.

Whereas, since the settlement of the general strike in the City of New York a number of manufacturers have tried to open shops in the States of New Jersey and Connecticut, and

Whereas, the laws of both of these States are so framed that it is difficult to conduct strikes in said localities, therefore be it

Resolved that the 11th Convention of the I. L. G. W. U. shall instruct and empower the incoming G. E. B. to confer with the General Offices of the A. F. of L. and the State Federation of both those States to find ways and means through State legislation to amend the laws in both those States, so that we may be in a position to conduct strikes whenever necessary.

(Signed)

S. Polakoff,
Delegate Local No. 9.

The recommendation of the Committee is to adopt. Concurred in.

Resolution No. 11.

Whereas, the I. L. G. W. U. takes part in every movement that is directed towards progress in general and towards the emancipation of the working class in particular, therefore be it

Resolved that we, assembled at our 11th Convention, recognize the 1st of May as the only International holiday that is observed by the working class all over the world, and be it further

Resolved that the Locals of this International Union be recommended to observe the same.

M. Cohen, D. Nisnevitz, I. Fabricant, M. Jacobinsky, A. Soherer, Local 17.

The majority report of the Committee is to reject on the ground that this International body cannot compel its members to observe this day. Minority report to adopt the resolution.

Upon motion minority report was carried.

Resolution No. 12.

Whereas, the history of the National Civic Federation has amply proved that it stands for capital and not for labor, and

Whereas, the most progressive organizations in the country have already taken steps to discontinue their connection with the Civic Federation, therefore be it

Resolved that the members of the I. L. G. W. U. shall not accept membership in the N. C. F., and be it further

Resolved that the delegates of the I. L. G. W. U. to the A. F. of L. Convention be instructed to introduce or to vote in favor of a motion that may be eventually introduced by other delegates to the effect that no officer of the A. F. of L. shall be at the same time a member of the N. C. F.

(Signed) A. Cursi,

Delegate No. 9.

The recommendation of the Committee is to adopt. Concurred in.

Resolution No. 13.

Whereas, there exists a general tendency to democratize as far as possible all elective institutions, and

Whereas, direct election is the best guarantee that the officers thus elected will be the true representatives of the rank and file, be it

Resolved that the delegates who will be sent by the I. L. G. W. U. to the next Convention of the A. F. of L. are instructed to vote in favor of any motion requiring that all the officers of the A. F. of L. shall be elected by referendum vote of the members of the respective International bodies and Local Unions at large.

(Signed) A. Cursi,

Delegate Local No. 9.

The recommendation of the Committee is to reject on the ground that it will be inconsistent for this International body to recommend the referendum in election of the A. F. of L. when it does not practice that form of election itself. Concurred in.

Resolution No. 14.

Whereas, the delegates to the 11th Convention of the I. L. G. W. U. deem it advisable to create a Sick and Death Benefit Branch, and further deem it necessary that that branch should be divided into sections composed of people speaking the same language, where there are at least fifty members to compose it, and

Whereas, there should be a single general fund clearly separated from other funds, and

Whereas, the dues paid for this branch should be divided into three sections, one to constitute the General Benefit Fund, another for the expenses of the General Office and the third for sections' expense, be it

Resolved to instruct the G. E. B. to submit to the approval of the Locals a voluntary plan on this line not later than October 31st, 1912.

(Signed)

A. Cursi,
Delegate Local No. 9.

The recommendation of the Committee is to reject on the ground that this is a matter for the individual Locals to adopt at their option.

Upon motion the recommendation was concurred in.

Report of Committee on Reports of Officers

Delegate Pierce, Chairman of the Reports of Officers' Committee, reported as follows:

Regarding that part of the President's Report, recommending a special fund for new Locals, the Committee reports favorably and recommends same to incoming General Executive Board. Concurred in.

Regarding that part of the President's Report as to whether or not the educational campaign in Cleveland should be continued, the Committee recommends the boycott to be discontinued. The Committee is of the opinion that the continuation of the boycott will not force the Cleveland manufacturers to come to terms.

Upon motion agreed that the matter be referred to the Label and Boycott Committee.

Regarding that part of the President's Report, recommending that the Italian members should have a representative on the incoming General Executive Board, the Committee disapproves of this recommendation in view of the fact that the International Union is composed of many nationalities, and they would all be justified in claiming representation on the Board.

Delegate Ninfo called attention to the fact

that the Committee's disapproval of the President's recommendation does not prohibit Italians being elected. The Committee did not want to make stipulations for any nationality.

Upon motion the Committee's recommendation was concurred in.

That part of the President's Report, recommending that the General Office be given the right to issue charters to workers speaking a particular language, if they cannot otherwise be organized, and that such Locals should be under the supervision of the existing Joint Board or District Council, the Committee rejects this recommendation and recommends that the incoming General Executive Board shall authorize the formation of branches of different nationalities in our Local Unions.

Delegate Dyche: I want to be clear as to what your motion means before voting upon it. Does it mean that the General Executive Board can compel a Local to subdivide into branches, or form branches on lines of nationality?

Delegate Pierce: Exactly.

Delegate Martin: My amendment is that the General Executive Board shall be authorized to organize these different speaking branches, with the consent of the Local that holds the Charter.

Delegate Wialuk: Will you permit me to make this clear? We did not take into consideration the consent of the Locals, because we knew if the General Officers should come to a Local for consent, they will not get it. We thought it advisable for the General Executive Board to be able to come to a Local and have this arranged. Concurred in.

In regard to the part of the President's Report recommending to establish connections with the cloakmakers and ladies' tailors of Europe, the Committee recommends that the incoming General Executive Board shall immediately devise a plan and establish affiliations with the Ladies' Garment Workers Unions of foreign countries. Concurred in.

Regarding that part of the President's Report recommending that strikes, be they big or insignificant, should be under the direct control of the International Office, and that no strike shall be called or settled without the sanction and consent of the International Union, this entire matter was referred to the Organization Committee.

Delegate Dyche: I move that this shall be laid aside until we have the report of the

Law Committee. The motion was seconded and carried.

Regarding that part of the President's Report recommending that the Convention adopt a resolution laying down the rule that the Local books shall always be open for admission of new members and setting a maximum sum of initiation fee above which no Local may go, the Committee recommends that the initiation fee shall be not more than ten dollars (\$10.00), and the books of the Local Union shall never be closed to eligible candidates who desire to gain admittance to the Union.

Upon motion the matter was laid aside pending the report of the Law Committee.

Regarding that part of the President's Report dealing with the necessity of raising the per capita to enable the International Union to pay regular strike benefit, the Committee decided to reject this recommendation, believing that at the present time it is not advisable to make any change in the Constitution.

Delegate Lapidus spoke very strongly against the Committee's recommendations.

The meeting stood adjourned until 2 o'clock.

Friday, June 7th, Afternoon Session

President Rosenberg in chair.

Absentees at roll call:

Paul Westerville Douglass Webb, Miss L. O'Reilly.

The following telegrams were read:

N. Y., June 6, 1912.

International Ladies' Garment Workers

Union, Labor Temple, Toronto.

Congratulations and success to your convention.

Executive Committee, Workmen's Circle.

Brooklyn, N. Y., June 7, 1912.

To the Officers and Delegates of the International Ladies' Garment Workers Union, Labor Temple, Toronto, Ont.

Local No. 72 wishes you success; may the success be so great that it should reflect upon the entire labor movement.

Will Davis, Business Agent.

New York, June 7, 1912.

Convention Labor Temple, Toronto, Ont.

To the delegates Eleventh Convention I. L. G. W. U. Brotherly greetings; wish you to adopt wise resolution for improving present conditions of the I. L. G. W. U. and work for the workers' emancipation in the near future.

Lotta Di Classe.

New York, June 7, 1912.
 Ladies' Garment Workers' Convention,
 Labor Temple, Toronto, Ont.

Meeting White Goods Workers Union sends greetings to Eleventh and biggest Convention of our International Union. We ask your endorsement for general strike.

Local No. 62, of New York.

Debate on question of raising the per capita continued.

Vice-President Polakoff spoke in favor of strike benefit being paid by the International Union.

Upon motion it was decided that each delegate who so desires shall be permitted to speak 10 minutes on this question.

After a lengthy discussion in which many delegates took part, agreed that the question be voted by Roll call of delegates. The question was then put: "Shall the recommendation of the Committee be accepted?" Secretary declares the result to be: Ayes, 56; Noes: 59.

Ayes:

M. J. Ashpis, Ab. Axelrod, Nathan Leventhal, Saul Metz, Samuel J. Ringer, Abraham Rosenberg, Frank Rosenberg, Morris Stelzer, Harry Wagner, Simon Zlotchin, Rueben Bernstein, Luigi, Cassato, Morris Deitch, Philip Greifer, J. Halpern, M. Kushner, Ab. Mitchell, Salvatore Ninfo, Meyer Palefsky, Charles Beaver, Jesse P. Cohen, Isadore Epstein, Samuel Martin, John F. Pierce, John C. Ryan, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, Jacob Press, Morris Jacobinsky, David Shapiro, Joseph Abramsky, Max Albert, Max Brodfield, Frank Comunale, Jacob Kaplan, Harry Wander, Miss Margaret Casey, Miss Florence O'Connor, R. Boungiovanni, Morris Limanovsky, Harry Lubinsky, Abraham Shavelson, Morris Sigman, Sam Teichman, J. Brazlaver, Louis Laufer, Max Lubow, Abraham Steinberg, Meyer Brass, Abr. Churgin, Miss Myrtle Persons, Isidore Sheff.

Noes:

Max Amdur, M. Grishkin, Jacob Katz, David Cohen, Aldo Cursi, Sam Lefkowitz, Solomon Polakoff, Th. Jacobs, L. Berger, I. M. Lapidus, S. Reitzin, M. Goodman, Isaac Fabricant, Daniel Nisnewitz, Abraham Sherer, J. Kivenco, Barnett Levitt, Jacob M. Singer, Morris Goldman, John A. Dyche, Meyer Perlstein, H. Kleinman, Abraham Baroff, Sigmund Haiman, Clara Lemlich, H. Lieberman, Elias Reisberg, Sam Spivack, Benjamin Witashkin,

Israel S. Feit, S. N. Rosenberg, Sam Schwartz, Harry Klein, Harry Berkowitz, Morris Sirota, Harry Dubinsky, Louis Kalis, S. Labensohn, Miss Kaufman, Morris J. Cohen, Meyer Rosenberg, Joe Kaplan, M. Shuter, H. Strassburg, Samuel Glassman, Jacob Glickman, James Law, Douglas Webb, John Baka, A. Madow, Louis Galinsky, Abraham Kirzner, H. Altman, Abraham Groban, Louis Cohen, Anna McGinty, Joseph Welkofsky, Sam Berman, Emma Betz, Joe Cress.

Regarding that part of the President's Report recommending that if the registration for the death benefit cannot be made compulsory on all our members, the whole provision be omitted from our constitution, the Committee recommended that Article 18 of the constitution be eliminated, and that those members whose names have already been registered at the International Office should be entitled to the graduating death benefit.

Upon motion the Committee's recommendation was concurred in.

Regarding that part of the President's Report dealing with the election of the General Executive Board and recommending that the incoming G. E. B. shall be selected from men capable of acting as organizers and shall be paid officers of the International Union, the Committee decided that this recommendation be rejected. Concurred in.

Regarding that part of the President's Report relating to jurisdiction disputes and recommending that "before the Convention takes up the jurisdiction question for discussion the delegates of the Locals concerned elect committees to discuss grievances and adjust and prepare a ready scheme for adoption," the Committee recommended that this be referred to the Grievance Committee. Carried.

Regarding that part of the President's Report dealing with the transfer question and recommending that the Convention should fix the length of time a member can work in a shop controlled by another Local, before he is obliged to transfer his membership, the Committee recommended that it be referred to the Law Committee. Concurred in.

Regarding that part of the President's Report advising the merging of the three publications of the Joint Board of New York and the official journal, the "Ladies' Garment Worker," under one management and all members of the International Union should be taxed one cent extra a week and be entitled to a copy of either publication, the

Committee recommended that the incoming General Executive Board shall be empowered to confer with the New York Joint Board with a view of bringing about united action. Carried.

Upon motion the report of the President was adopted.

Report of the Committee on Reports of Officers; General Secretary-Treasurer's Report.

Regarding the Secretary-Treasurer's Recommendation that "The present per capita to be raised to eight cents per week, three cents of which to pay the ordinary expenses of running the General Office, keeping up an adequate staff of trained organizers, and providing each member with a copy of our Official Journal, and five cents to go for the payment of strike benefit, only when strikes have been sanctioned by the General Executive Board," the Committee recommended to refer this matter to the Law Committee. Concurred in.

Regarding that part of the Secretary-Treasurer's Report relating to injunctions and advising that the American Federation of Labor shall call a conference of all labor organizations affiliated or not and then decide to give notice to Congress that unless Organized Labor will be relieved from injunction abuses, they will call a general strike of all of the trades throughout the country, the Committee decided to reject this recommendation.

Upon motion the Committee's recommendation was rejected.

Regarding that part of the Secretary-Treasurer's Report relating to the proposed protocol label, and advising that the Convention should pronounce an opinion whether it is in favor of entering into such an undertaking with the Manufacturers' Association, with a view of issuing a distinct label denoting that garments so labelled have been made under protocol conditions, the Committee decided to refer this to the Label and Boycott Committee. Concurred in.

Regarding that part of the Secretary-Treasurer's Report relating to the necessity of equalizing conditions of labor throughout the industry and recommending that the Convention should go on record as to what is a working day, what the Union hours and also the number of legal holidays to be ob-

served, the Committee recommended to refer this matter to the incoming G. E. B.

On motion the Committee's recommendation was concurred in.

Regarding that part of the Secretary-Treasurer's Report relating to the composition of the G. E. B. and proposing that our General Executive Board should consist of 15 members, including a General Secretary-Treasurer, President and five Vice-Presidents, who should also be General Organizers of the International Union, the Board to have the power to appoint special organizers when needed, the Committee recommended to refer this to the Law Committee. Carried.

Regarding that part of the Secretary-Treasurer's Report relating to the protection of the funds of the General Office and recommending that the General Executive Board should appoint or hire an expert accountant to revise the books and accounts every month and issue a statement, the Committee recommended that this be accepted and that an expert Union auditor be engaged as recommended. Concurred in.

Regarding that part of the Secretary-Treasurer's Report recommending the omission of the clause in Article 6, Section 14, relative to the admittance of Japanese and Chinese, the Committee recommended that this be accepted and referred to the Law Committee. Concurred in.

As to question relating to the revocation of the charter of Local No. 28, referred to in the General Secretary-Treasurer's Report, the Committee recommended that in view of the fact that Local No. 28's grievance is being investigated by the Appeals and Grievance Committee this entire matter shall be referred to the aforementioned Committee. Concurred in.

The session adjourned at 5.30 P. M. to convene Saturday at 9.30 A. M.

Saturday, June 8th, Morning Session

Roll call, absentees:

A. Axelrod, M. Grishkin, J. Katz, Reuben Bernstein, Joseph Elkin, Max Finkelstein, L. Berger, I. Fabricant, Daniel Nisnewitz, Joseph Abramsky, Meyer Perlstein, H. Wander, Geo. Wishnak, Louis Laufer, H. Strausburg, Paul Westerville, Leonora O'Reilly.

The report of the Financial Committee was presented by Miss Betts, but as one of the members of this Committee endeavored to

bring in something that was not embodied in the report, it was upon motion decided that the report be sent back to the Committee.

Delegate Katz Reports for the Organization Committee.

Resolution No. 15.

Whereas, the Boston Cloak and Skirt Makers, Local 56, and the Locals 12 and 73 are not in a position to improve the unbearable conditions existing in the trade and it being considered that the official sanction of our International Union of whatever the action may be is necessary to bring about satisfactory conditions of labor, therefore be it

Resolved that this Convention instruct the incoming General Executive Board to take the Boston Locals into consideration without delay.

(Signed) H. Dubinsky, Local 56.

Upon this request from the Boston Locals and many similar communications from parts of New York, the Organization Committee recommends unanimously to appoint an organizer for the next six months for the New England States exclusively. Concurred in.

A communication from the Cloak and Suit Foremen Cutters' Association of New York was read as follows:

Mr. J. Wolff, who will be identified by the credential of the Cloak and Skirt Foremen Cutters' Association of New York, has been sent to your Convention for the purpose of securing affiliation with your esteemed body. Thanking you in advance for any consideration which you may extend him and wishing you success in the great movement, I am,

Fraternally yours,
S. D. Wildman, President

Upon this request the Organization Committee recommends to the Law Committee to amend Section 6, Article 14, relating to exclude the words "Foremen Cutters," and to give the F. C. A. of New York the right to become a branch of Local 10, N. Y. Carried

Resolution No. 17.

Whereas, the Ladies' Tailors Union, Local 71 of Chicago is engaged in a struggle with the "Custom Ladies' Tailors Association" of the south side, who have locked out the members of Local 71 six weeks ago, with the intention of breaking up the organization and depriving the employees of the eight-hour day in the Ladies' Tailoring Trade, and

Whereas, the employers have broken their

agreement with the Union and are doing everything in their power to disrupt our organization which has been built up at great sacrifice through a strike lasting sixteen weeks, and

Whereas, the Women's Tailors Association of the down-town district have proposed a new agreement which makes nine hours the rule in their shops for one year, eight and a half hours for the next year, and eight hours for the third year, and

Whereas, the demand of the two associations means the destruction of the Ladies' Tailors Union, be it

Resolved that the Convention of the I. L. G. W. U. pledges itself to support financially Local 71 in its struggle with the employers' associations of Chicago, and be it further

Resolved, that the General Executive Board be instructed to immediately take a direct and active part in the strike of the Ladies' Tailors Union Local No. 71, and help to stop the attempt of the bosses to destroy the Ladies' Tailors Union Local No. 71.

H. Strassberg, Joe Kaplan, H. Shuchter,
Delegates Local No. 71.

Upon this request the committee unanimously recommended to help them with five hundred dollars (\$500.00) in \$75.00 weekly payments until the time of the busy season when work will start and they will be able to carry on the fight by their own efforts.

Moved and seconded that this be referred to the incoming G. E. B. Motion carried.

The following telegrams were then read:

Brooklyn, N. Y., June 7, 1912.
Ladies' Garment Workers Union, Eleventh Annual Convention, Labor Temple, Toronto.

Thousands of people are expecting your endorsement of strike for 50 hours, hoping for good results. Lebofsky, Sec'y Local No. 41.

Toronto, Ont., June 8, 1912.
Convention I. L. G. W. U., Labor Temple, Toronto.

Accept our greeting to the Eleventh Annual Convention. Wishing great success in emancipating the working class.

Workmen's Circle,
S. L. P. Branch No. 237.

Appeal and Grievance Committees' Report

Delegate H. Berkowitz read a majority and a minority report on the appeal by Local No. 38.

Majority Report: Whereas, after hearing the appeal of Local No. 38 from the decision of the General Executive Board, expelling Local No. 38 and other evidence bearing upon the appeal, it appears that Local No. 38 and the Merchants' Society were both guilty of a violation of the peace protocol, and

Whereas, it appears that Local No. 38 failed to act as class conscious workers and trade unionists should act, and

Whereas, Local No. 38 has disregarded all rules of discipline without which no labor organization can claim the right to exist, therefore be it

Resolved, that the action of the General Executive Board in expelling Local No. 38 be approved, and be it further

Resolved, that immediately upon the installing of the incoming General Executive Board a new charter shall be issued under the old number 38 on condition, however, that the said Local shall be under the management, control and supervision of the General Executive Board for a period of 6 months.

Minority Report: Whereas, after hearing the appeal of Local No. 38 from the decision of the General Executive Board, expelling Local No. 38 and other evidence bearing upon the appeal, it appears that Local No. 38 and the Merchants' Society were both guilty of a violation of the peace protocol, and

Whereas, it appears that Local No. 38 failed to act as class conscious workers and trade unionists should act, and

Whereas, Local No. 38 has disregarded all rules of discipline without which no labor organization can claim the right to exist, therefore be it

Resolved, that the action of the General Executive Board in revoking the charter of Local No. 38 be approved, and be it further

Resolved, that Local No. 38 be reinstated and that they be placed under the control of the General Executive Board for 6 months.

After a prolonged debate the Minority Report was carried.

The meeting adjourned at 12:30 P. M.

Saturday, June 8th, Afternoon Session

President Rosenberg in chair.

Upon motion the roll call was dispensed with.

Upon motion agreed to appoint a committee to devise ways and means to make it possible for those delegates who were in financial distress to remain in Toronto until the Convention adjourns. The following were appointed:

S. Polakoff, W. Barcan, S. J. Ringer, C. Beaver, M. Rosenberg.

Delegate Ninfo reports for Credential Committee.

Regarding the credentials of the delegates of Local 38:

Morris Spivack, Thomas Kratina, Sol Rosman, Joe Slatin, Joe Goldstein, A. Solivioff, the majority report of the committee is that they should be seated without a vote; the minority report of the committee is that they should not be seated at all since they refused to obey the mandate of the General Executive Board to order a new election of delegates. The General Executive Board issued this mandate in accordance with a protest received from Brother Pichersky, who was illegally taken off the ballot. Since Local No. 38 refused to obey this order their election was not legal.

After a lengthy discussion in which Delegates Sigman, Wishnak, Halpern, Polakoff, Grossman and Albert participated, it was moved and seconded to grant Brother Rosman the floor. He explained to the delegates that Brother Pichersky's name did not originally appear on the ballot owing to objections against him, consequently the election was legal.

Upon the minority report being put to the vote, 35 voted in favor and 65 against.

On the report of the majority 40 voted in favor and 16 against.

President declares that delegates of Local No. 38 be seated without a vote.

Delegate Berkowitz for the Grievance Committee read the following communication from A. Davis of Local No. 17:

To the delegates assembled in Convention of the International Ladies' Garment Workers Union, Toronto, Can.

The undersigned, a member of Local No. 17, feeling aggrieved at the decision of the General Executive Board, hereby respectfully appeals to the delegates in Convention assembled for a review of said decision and reversal thereof, and in support of such appeal herewith submit the following facts:

The undersigned has been a member of Local No. 17 for a period of six years until May 25, 1911. That on said day, at a meeting of Local No. 17, at which meeting he was not present, the undersigned was expelled from said Local Union No. 17 contrary to Section 8, Article 8, of the Constitution of

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the I. L. G. W. U.; that no notice was ever given to him of any pending charges, and that no hearing was granted to him; that on the 26th of May, 1911, the undersigned received a communication as follows:

New York, May 26, 1911.
Mr. A. Davis, Member No. 380.

I beg to notify you that you were excluded from membership at our last regular meeting, May 25, 1911, on the ground of Article 15, Sections 1 and 2 of our Constitution.

Yours truly,
J. Rosen, Financial Sec'y.

That after such action by said Local No. 17 the undersigned was deprived from continuing his employment at the place where he had been employed at the time of such action by said Local No. 17 and had been kept out of employment for a period of two weeks. That thereafter the undersigned called the attention of the officers of Local No. 17 to the fact that they expelled him without just cause, contrary to Section 8, Article 8, of the Constitution, and they thereupon suggested that the undersigned re-enter as a new member of Local No. 17, which he was compelled to do, and to pay and did pay the sum of \$1000 for his reinstatement. That thereafter the undersigned appealed from the decision rendered against him by Local No. 17 to the General Executive Board in conformity with the requirements of Section 10, Article 8, and that said General Executive Board without any inquiry into the facts rendered a decision holding that the reinstatement of the undersigned was a settlement and that they thereupon approved the action of Local No. 17. The undersigned respectfully asks that the action of Local No. 17 and the action of the General Executive Board be reversed inasmuch as his having become a new member is a great injustice to him and injures him in his property rights to which he may become entitled under Sections 1 and 2 of Article 15 of the Constitution of the I. L. G. W. U.

Respectfully submitted,

A. Davis.

The committee recommends that the decision of the General Executive Board be sustained on the ground that they acted within the rights and laws of Article 15, Sections 1 and 2. Carried.

Delegate Bartowski also read the following from the Cloth and Skirt Workers Union of Boston, Local No. 36, bringing charges against President Rosenberg.

To the delegates of the 11th Convention of the I. L. G. W. U.

Dear Sirs and Brothers:

In the month of January, 1912, Pressers Local No. 12 of Boston made a demand on the manufacturers for a raise of wages. This resulted in a lock-out of the cloak and skirt makers, finishers, cutters and pressers. We immediately wrote to the International Union with reference to the condition of affairs in Boston, which brought to this city Brother Dyche, General Secretary-Treasurer, and Brother Rosenberg, President. Through their efforts it seems that the Joint Board of Boston was convinced to have the strikers return to work. The question was raised as to what the strikers would do in the event of the manufacturers refusing to allow them to return. The representatives of the General Office declared that as yet the matter could not be considered a lock-out, but that if the strikers made an attempt to return to work and were refused, then the strike would become a legal lock-out, and the International Union would be entitled to take action. This was on Saturday and on the following Monday morning they attempted to return to work at the manufacturers' shops, but were refused. Mr. Rosenberg did not remain long enough in Boston to ascertain whether the strikers had really returned to work or had been deliberately locked-out, but were left without a leader who had some short time previously assumed the guidance of these people and who had made the trip to this city to aid these strikers. He had already returned to New York. A general turmoil existed among the strikers. It was decided to send Samuel Martin and Harry Dubinsky to New York for aid. Upon their return they told us that the International Union could do nothing for Boston. It was not very long after this that our strikers through compulsion became strike breakers of their own unions; they made contracts with the manufacturers, while workmen of other trades received contracts in our trade; until now this is the prevailing state of affairs in every shop. It is discouraging to have worked four long years and to have come to this. Today the prices paid our men are of starvation amounts, and our members are suffering from oppression and fear.

Some time after inquiries were made whether Mr. Rosenberg acted rightly in leaving our members in such a condition. It seems that this communication to the Executive Board was not even noticed. They remained

silent on the matter. What we ask and would have the members of the Convention bear in mind is whether the International Union sanctions such action on the part of the General President and whether it is consistent with the policy of unionism and with the International Union to approve of the facts of one who had served more to disrupt our union and convert its members into strike breakers than to conserve their interests.

Trusting that the matter will receive the urgent attention of the Convention, we remain,

Fraternally yours,
Harry Scheines, President.
S. Finkelstein, Vice-President.
Harry N. Rutskyn, Secretary.

Upon this request the committee recommends that since, after due deliberation, the charges against President Rosenberg were found by them to be unfounded, President Rosenberg be declared as having acted within the rights of an International President.

Upon motion the committee's recommendation was concurred in.

Resolution No. 18

Whereas, the I. L. G. W. U. saw fit before the General Strike of 1910 to establish a chartered local union for the Brooklyn pressers, calling it Local No. 68 of Brownsville, and

Whereas, dividing a craft into two separate local unions in one locality is contrary in letter and spirit to Section 4, Article 11, of our Constitution, and

Whereas, experience of two years has shown the necessity of Local No. 68 becoming absorbed in the existing union of New York for the following reasons:

1. Although Local No. 68 is a Brooklyn local union, its members get admittance into the New York City factories, thus invading the field intended for members of Local No. 35 of New York.

2. That the members of Local No. 68 working for Brooklyn contractors handle the work of New York manufacturers in whose factories the members of Local No. 35 are employed.

3. That the autonomy enjoyed by Local No. 68 compels it to pass rules which stand with the obligations imposed on the members of Local No. 35, while both are producing work for the same firms, thus creating an unnecessary clash in the same craft, and

Whereas, all violations of union rules by members of Local No. 68 have in all cases been justified by their local being autonamous, and

Whereas, discipline of their conduct could not be resorted to owing to lack of jurisdiction over Local No. 35, therefore be it

Resolved, that the I. L. G. W. U. revoke the charter of Local No. 68 of Brownsville and all the members with all the local's property be transferred into and become part of Local No. 35 of the City of New York not later than July 31st, 1912.

(Signed)

Morris Sigman, H. Lubinsky, M. Goldofsky, J. Kimbarofsky, J. Limanovsky, B. Braslover, S. Telchman, A. Shavelson, B. Greenko, R. Boungiovanni, Local No. 35.

The majority report of the committee is that the request of Local No. 68 be refused and that both local unions retain their respective charters and that Local No. 68 be granted representation in the Joint Board.

The minority report of the committee is that the charter be revoked.

After a lengthy discussion the previous question was called for and the minority report of the committee was put to a vote, which resulted in 40 in favor of the minority report and 21 against.

Delegate Brass demanded a roll call and, upon motion, it was agreed that the delegates of Local No. 68 be heard before the roll call. Delegate Brass maintained that it is much easier to destroy than to organize a local union. He cannot understand why a charter should be revoked when the laws of the International Union have not been infringed upon. This question came up two years ago when the Convention decided the the local should affiliate with the Joint Board. Local No. 68 had appealed to the G. E. B., but the question was not given any attention, and when the matter came up before the Joint Board, they said we could do as we wished.

"I want to say in conclusion," said Delegate Brass, "that we are 100% against so many delegates who are intent upon revoking the charter of Local No. 68. I hope that the delegates will realize the importance of retaining our charter and will take the matter into consideration before casting their votes."

Abraham Gluskin, Local No. 68, spoke in the same vein.

Upon roll call, the following was the result:

(For the minority report)

Against:

M. J. Adams, Ab. Gluskin, Nathan Lowenthal, Sam Marks, Samuel J. Ringier, Frank Rosenberg, Morris Sigler, Harry Wagner,

Simon Zlotchin, Max Amdur, David Cohen, Reuben Bernstein, Luigi Casotto, Aldo Cursi, Morris Deitch, P. Greiffer, J. Halpern, M. Kushner, Sam Lefkowitz, Abe Mitchell, Salvatore Ninfo, Meyer Palefsky, Solomon Polakoff, William Barcan, Max Finkelstein, L. Berger, B. S. Reitzen, Barnett Levitt, David Shapiro, M. Singer, Joseph Abramsky, Max Albert, Max Brodfield, Frank Comunale, John A. Dyche, Jacob Kaplan Meyer Perlstein, Harry Wander, Sigmund Haiman, Clara Lemlich, H. Lieberman, R. Boungiovanni, Morris Goldofsky, B. Greenko, J. Kimberofsky, J. Limanofsky, Harry Lubinsky, Abraham Shavelson, Morris Sigman, Samuel Teichman, J. Braslaver, Harry Dubinsky, Louis Lauffer, Max Luboff, M. Schuster, H. Strassburg, Jacob Glickman, John Baka, Isidor Sheff.

(For the majority report)

Noes:

M. Grishkan, Charles Beaver, Jesse P. Coben, Isidor Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Samuel Chancer, Joseph Elkin, Jacob Press, Theodore Jacobs, Max Cohen, Morris Jacobinsky, Daniel Nisnewitz, Ab Scherer, J. Kivenco, Morris Goldman, Harry Kleinman, Abraham Baroff, Elias Reisberg, Sam Spivack, Benjamin Witashkin, Israel Feit, S. N. Rosenberg, Sam Schwartz, Margaret Casey, Florence O'Connor, Harry Klein, Harry Berkowitz, Morris Sirota, Louis Kalis, S. Labensohn, Morris J. Cohen, Meyer Rosenberg, Meyer Brais, Abraham Churgin, Joe Kaplan, Samuel Glassman, Myrtle Parsons, James Law, Douglas Webb, Louis Galinsky, H. Altman, Abraham Groban, Louis Cohen, Jacob Wellkoffsky, Sam Berman, Emma Betz, Joe Cress.

62 in favor of revocation of charter and 48 against. Minority report carried.

Delegate Katz for the Organization.

Resolution No. 19

Resolved, that a bureau of investigation be established for the purpose of ascertaining working conditions.

(Signed)

Harry Sheiner, President.
Harry N. Rutskyn.
L. Kalis.

Local No. 56.

The unanimous report of the committee is that such a bureau be established to be kept up by a statistician who should keep in touch with the organized and unorganized workers

of the ladies' garment trade and should at the same time be familiar with the conditions existing in the various cities in the garment trade.

Upon motion the matter was referred to the incoming General Executive Board.

Resolution No. 20

Whereas, the General Officers have never made an effort to organize the trade of wrappers, kimonos and house dress workers either in New York or those working in other states at even lower wages and worse conditions than in New York, be it therefore

Resolved, that an organizer be appointed to organize this trade at the cities of Philadelphia, Boston, Chicago, etc.

The committee recommended that the Convention instruct the incoming G. E. B. to consider this request and act upon it in the near future. Concurred in.

Resolution No. 21

Whereas, the entire trade of misses' and children's garments is not organized even to such extent as the waist makers, yet this trade is just as much in need of organizing, for the workers thereof suffer from low wages and bad conditions of labor, and

Whereas, it is impossible for us to undertake an extensive agitation for organizing purposes owing to our lack of moral and financial means, therefore be it

Resolved, that this Convention extend to Local No. 50 moral and financial assistance to enable them to organize the trade and better the conditions of the workers.

(Signed) Morris Sirota, Local No. 50

Committee recommended that the incoming G. E. B. shall give Local No. 50 all the support they may deem necessary. Concurred in.

Resolution No. 22

Whereas, the Ladies' Waist and Dressmakers Union Local No. 25 has used every effort and method to organize the trade and did not succeed, and

Whereas, there are in the ladies' waist and dressmaking industry about 30,000 workers, the majority of whom are not organized and they are working under bad conditions, constantly competing with our members, and

Whereas, since our last General Strike our organization was compelled to conduct constant shop strikes in order to maintain our union conditions and therefore could not organize the entire trade, and

Whereas, the General Executive Board refused to sanction a general strike in our

trade at the end of last year for reasons best known to them, and

Whereas, the building up of a strong union to better the conditions of the workers can be attained only through a general strike, therefore be it

Resolved, that this Convention of the I. L. G. W. U. decides to indorse a general strike in the ladies' waist and dressmaking trade of New York City.

A. Baroff, E. Reisburg, B. Witaschkin, S. Haiman, Clara Lemlich, S. Spivack, Delegates of Local No. 25.

The committee recommended that the Convention appoint a special committee which shall have the full power to order the incoming G. E. B. to call a general strike of all ladies' waist and dress workers whenever that special committee will see fit.

Motion made and seconded to accept the report of the committee.

Delegate Baroff offered the following amendment to the motion:

"That the Convention indorse a general strike to be called at the discretion of the incoming General Executive Board."

Delegate Polakoff offered a substitute reading:

"That the Convention indorse a general strike in the waist and dress trade in the City of New York and that a special committee be appointed to devise ways and means of conducting such a general strike when called.

Upon motion the substitute was carried.

Resolution No. 23

Whereas, the growth and prosperity in the raincoat industry brings to light the conditions of the raincoat makers, viz., that the manufacturers on one side grow from small and insignificant employers into thriving manufacturers, while the conditions of the raincoat makers have steadily declined, and instead of the well paid employees of former times they are now working for almost starvation wages, and the need of organizing the raincoat makers of New York numbering nearly 10,000 may necessitate a general strike at an opportune time, be it therefore

Resolved, that this 11th Convention of the I. L. G. W. U. indorse a general strike of the raincoat makers in New York as soon as practicable. D. Shapiro,
J. M. Singer, Local No. 20.

The committee recommended that the incoming G. E. B. shall sanction a general strike in the raincoat trade of New York whenever they will see fit to do so.

Delegate Shapiro offered an amendment to the motion, reading that the same committee appointed to devise ways and means of conducting the ladies' waist makers' general strike should do likewise in their case.

Upon motion the recommendation of the committee as amended was carried.

Resolution No. 24

Whereas, the present name of our local union, viz., Cloak and Skirt Pressers Union, gives our local jurisdiction only over pressers working at cloaks, and

Whereas, dresses have unexpectedly come to take a prominent place in our trade, and

Whereas, many of our members have been diverted into that trade, thus evading or losing connection with the existing Pressers Union, therefore be it

Resolved, that the charter of Local No. 35 be changed to read: "Cloak, Skirt and Dress Pressers Union, Local No. 35, of New York."

H. Lubinsky, Morris Sigman, Morris Goldovsky, J. Kimbarofsky, J. Litmanofsky, Joe Braslavsky, Sam Teichman, A. Shavelson, B. Greenko, R. Boungiovanni, Local 35.

Committee recommended that the Convention grant the request of Local No. 35. Concurred in.

Resolution No. 25

Whereas, the cloak making trade in Montreal is very hard to organize, being hindered by the French speaking workers, and the trade suffers through those unorganized French workers, therefore be it

Resolved, that the General Office appoint a French-speaking Board of Management in the city of Montreal for a certain time to organize those workers.

Louis Cohen, Local No. 102; S. Labensohn, Local No. 61; J. Kivenko, Local No. 19; T. Jacobs, Local No. 13; Joe Cress, J. B. of Montreal.

The committee recommended that the Convention instruct the incoming G. E. B. to put a French-speaking organizer in the field for three months to organize the workers in the various parts of the Dominion of Canada. Concurred in.

Resolution No. 26

Whereas, uneasiness prevails among the Italian members of New York on account of the many difficulties and hardships in transacting business with their Jewish brothers, and

Whereas, being cognizant of the fact that the Italians attribute their union troubles to

their inability to be understood either in character or in language by the brothers of other nationalities, and

Whereas, the Italians are sensitive to pride and to self government, be it therefore

Resolved, that the 11th Convention of the I. L. G. W. U. grants to the Italian element of the Cloak and Skirt Makers Union of the City of New York a local union with the same powers, rights and duties of all other locals under the I. L. G. W. U., and be it further

Resolved, that the said local be instituted not later than August 1st, 1912, in which time the secretary-treasurers of the various locals to which the Italians are attached now shall have compiled and turned over to the Italian secretary-treasurer the proportionate funds belonging to them, minus the proportion of running expenses of their locals, up to the time of their withdrawal, and therefore be it

Resolved, that no other local of the I. L. G. W. U. of the City of New York shall have the right to take in Italian members unless so permitted by the Italian local.

Aldo Cursi, Salvatore Ninfo, Luggi Cassatto, Local 9; F. Comunale, Local 23;

R. Boungiovann, Local 35.

The majority report of the committee is not to grant this demand on the ground that they have sub-branch locals already established and that they can conduct their own business in their own way without being interfered with. The minority report of the committee is that their request be granted.

The President ruled this resolution out of order on the ground that the Convention had already gone on record to divide locals not by languages or nationality but by crafts.

Resolution No. 27.

Whereas, the 15,000 white goods and underwear workers, mostly young women and children, are employed under shocking conditions of low wages and long hours, and

Whereas, it is impossible to better these conditions or to raise these women workers from a life of toil and drudgery to recognition and self respect otherwise than by a general strike of all the workers in the trade, therefore be it

Resolved, to instruct the incoming General Executive Board to sanction a general strike in the white goods and underwear industry in the next season.

C. Kaufman, Local No. 6a.

Committee recommended that the incoming General Executive Board be empowered to

call a strike if they deem it necessary and to organize the workers in that industry.

Delegate Miss Kaufman of Local No. 6a, granted the privilege of the floor, said that six years ago they had an organization which did not exist very long. Two years ago they organized again and by agitating for a general strike they succeeded in getting 500 members into the union. The members, however, insisted upon a general strike being called, as they are working from 54 to 60 hours a week under generally intolerable conditions. There are approximately 15,000 girls working in this craft in the City of New York. Many people are of the opinion that it is not necessary to organize the girls, contending that they work a short time and then leave their work. It is true that some girls are constantly leaving the trade, but there are others who fill their places and many of them have to support families, on a very meagre wage. There are 15,000 people waiting for the decision of the Convention upon their request for a general strike and she, the speaker, sincerely trusted that the delegates present would realize the seriousness of the situation and grant the Local's request.

Upon motion the recommendation of the committee was concurred in.

The Committee on Reports of Officers reported having received reports from Vice-President Feit. Brother Feit's report covered several recommendations contained in the President's and G. S.-T.'s reports. These recommendations the committee referred to the respective committees with the request that the report be printed in the proceedings of the 11th Convention.

Convention adjourned at 6 P. M. to reconvene Monday morning.

Monday, June 10th, Morning Session

President Rosenberg in the chair.

Upon motion the roll call was dispensed with.

The minutes of the previous two meetings were read and accepted.

Delegate Ninfo on behalf of the Italian delegates asked the Convention to reconsider Resolution 26 which was against organizing locals on lines of nationality.

The President decided that the resolution of the Italian delegates had already been declared out of order on the ground that the Convention went on record against granting

charters to separate nationalities. Therefore the matter was no longer debatable.

Delegate Feit presented the following resolution on immigration:

Resolution No. 28

Whereas, the various substitutes for the Dillingham Bill now before the Congress of the United States, if enacted into law, will prevent the victims of political, religious and economic oppression from finding a place of refuge in the United States of America, and

Whereas, restrictive immigration laws intensify national and race hatred, and divert the attention of the working class from real problems which now confront it, be it therefore

Resolved, that we urge the necessity of defeating the substitutes for the Dillingham Bill, which are destructive of the fundamental principles of a true democracy.

A. Rosenberg, Local No. 1; John A. Dyche, Local No. 23; S. Polakoff, Local No. 9; M. Amdur, Local No. 2; H. Kleinman, Local No. 23; H. Dubinsky, Local No. 56; I. S. Feit, Local No. 26; B. Witashkin, Local No. 25. Concurred in.

Delegate I. Epstein, Secretary of the Resolutions Committee, introduced the following resolutions:

Resolution No. 29

Whereas, our organization is composed of people speaking different languages, therefore be it

Resolved, that whenever any delegates do not understand the language, it shall be the duty of the presiding officer, or of some other member, to translate for their benefit whatever they wish to know, and be it further

Resolved, that it is the duty of the chairmen of the Joint Boards, Executive Boards and of the various committees to speak in the English language, and that the reports, minutes and resolutions be written in English, and be it further

Resolved, that these rules need not be enforced in locals composed of less than 200 members, or in any local where all those who compose it speak the same language.

A. S. Cursi, Local No. 9.

The recommendation of the committee is to reject for the reason that it is the privilege of each local to decide for itself the language in which to write its minutes or conduct its business. Concurred in.

Resolution No. 30

Whereas, the cities which are a long distance away from New York find it very hard to get the indorsement of a strike from the General Office, and

Whereas, certain strikes must of necessity be called, if circumstances so demand, therefore be it

Resolved, that a Joint Board shall have the power to call a single strike in a shop where 75 per cent. of the workers are organized and in good standing in the local union, and the General Executive Board shall indorse the action of the Joint Board.

L. Cohen, Local No. 102; S. Labensohn, Local No. 61; J. Kivenko, Local No. 19; T. Jacobs, Local No. 13; J. Cress, J. B. of Montreal.

The recommendation of the committee is to reject, as this is already provided for in the Constitution of the I. L. G. W. U. Concurred in.

Resolution No. 31

Whereas, the constant change of styles in the ladies' garment industry has brought about that the majority of the skirt manufacturers of the City of New York have gone into the manufacture of dresses, and

Whereas, these said manufacturers have taken advantage of said changes and refuse to deal with the Cloak and Skirt Makers' Unions of New York, on the ground that the charter of the Skirt Makers' Union, Local No. 23, does not give the local the jurisdiction over dresses, with the result that a large number of members of Local No. 23 are working in non-union shops, and under conditions inferior to those established under the protocol of peace, therefore be it

Resolved, that the charter of Local No. 23 be changed to Skirt and Dress Makers' Union, Local No. 23, of New York.

Max Brodfield, Geo. Wishnak, Jos. Abramsky, Jacob Kaplan, Meyer Perlstein, Max Albert, H. Wander, Frank Comunale, Harry Kleinman, John A. Dyche, Local No. 23.

The committee's recommendation is to change the charter to read "Skirt and Cloth Makers' Unions, Local No. 23, of New York," it being understood that their jurisdiction shall apply exclusively to those houses making skirts and cloth dresses, and that those houses making dresses, exclusively, shall remain under the jurisdiction of Local No. 23.

A motion to reject the committee's recom-

mendation was carried by 29 against 27. But upon further motion the entire question was referred to the incoming General Executive Board.

✓ Resolution No. 32

Whereas, Socialism is the only hope of the workers and the only means to emancipate them from wage slavery, therefore be it Resolved, that the I. L. G. W. U. endorse the principles of International Socialism as advocated by its authors Marks and Engels, and help to spread its ideas among its mem-

bers.
Whereas, the standard bearer of the Socialist Labor Party of America, Arthur Reimer, the Presidential candidate, is by profession bound up with the interests of the garment workers, as a tailor, therefore be it

Resolved, that this 11th Convention of the I. L. G. W. U. endorse the candidates of the Socialist Labor Party of America, and be it further

Resolved, that a copy of this resolution be forwarded to every local of the I. L. G. W. U. and the Socialist and Labor press.

D. Shapiro, Local No. 20.

The recommendation of the committee is to reject on constitutional grounds, as the introduction of a political question is prohibited by the Constitution of the A. F. L., of which we are a part. Upon motion the resolution was adopted as read.

Resolution No. 33

Whereas, the workers engaged in the manufacture of clothing are divided into three National Unions, i.e., the I. L. G. W. U., the U. G. W. of A., and J. T. U., and instead of uniting against their common enemy they are, under the present system, working for present plans and purposes, therefore be it Resolved, that a committee be appointed to confer with the above-mentioned National Unions in order to bring about one solid organization in the clothing trade.

Geo. Wishnak, Local No. 23. The recommendation of the committee is to refer to the incoming General Executive Board. Concurred in.

✓ Resolution No. 34

Whereas, the workers organized in the respective locals of the I. L. G. W. U. no longer dispute the existence of the class struggle between the capitalist or employing class and the wage earning & working class, and

Whereas, the workers engaged in the ladies' garment industry, while recognizing the existence of the class struggle, are cognizant of the fact that united action on the political as well as on the industrial field by the working class is requisite for their emancipation, and Whereas, the Socialist Labor Party of America is the only party that persistently

and consistently advocates the necessity of the working class coming together on the political as well as on the industrial field, for the purpose of presenting a solid and united front to the common enemy, capitalism, and thereby bringing about the final emancipation of the wage slaves, and

Whereas, the standard bearer of the Socialist Labor Party of America, Arthur Reimer, the Presidential candidate, is by profession bound up with the interests of the garment workers, as a tailor, therefore be it

Resolved, that this 11th Convention of the I. L. G. W. U. endorse the candidates of the Socialist Labor Party of America, and be it further

Resolved, that a copy of this resolution be forwarded to every local of the I. L. G. W. U. and the Socialist and Labor press.

D. Shapiro, Local No. 20.

The recommendation of the committee is to reject on the ground that since the members of the International Union hold different political views, the Convention should not go on record as pledging itself to any particular party. Carried.

Resolution No. 35

Whereas, the I. L. G. W. U. grew enormously in the last few years and whereas in order to lead our struggles we need a Jewish press to represent our side and to agitate for our cause, and Whereas, we do not get satisfactory results from the outside press, and Whereas, the "New Post" as a weekly is not effective enough, be it therefore Resolved, that this Convention make a daily paper of the "New Post," and extend it not only to our trade, but to the interests of the working class and to intelligent readers in general

S. Haiman, Local No. 25. The recommendation of the committee is to reject, as this is purely a local matter, the "New Post" being published under the jurisdiction of the Joint Board of New York. Concurred in.

Resolution No. 36

Whereas, Local No. 2 of Philadelphia has spent hundreds of dollars (beside the \$7,500 in donations) in preventing Cleveland work from being made in Philadelphia, and Whereas, the International Officers assured us that all expenses incurred in helping Cleveland strikers who came to our city will be refunded, and

Whereas, the workers engaged in the ladies' garment industry, while recognizing the existence of the class struggle, are cognizant of the fact that united action on the political as well as on the industrial field by the working class is requisite for their emancipation, and Whereas, the Socialist Labor Party of America is the only party that persistently

Whereas, we have already sent in a bill for \$501.72 and were informed by the General Secretary-Treasurer that the Cleveland account is closed and he advised that the bill be sent to this Convention, and Whereas, financially, Local No. 2 is at present not in a flourishing condition, therefore be it

Resolved, that this Convention order the payment to Local No. 2 of the aforementioned bill of \$501.72.

J. Katz, M. Grishkan, M. Amdur, Local No. 2.

The recommendation of the committee is to refer to the General Executive Board. Concurred in.

One of the delegates representing Local No. 38 said that as their local had only been reinstated on Saturday, they had no time to bring forward their resolutions and asked the privilege of doing so. The chairman ruled that it required the unanimous consent of all present to allow such a proceeding. It would not be fair to delegates whose resolutions were in the hands of the Law Committee to allow new resolutions on the 8th day of the Convention.

After much discussion a motion was carried granting the members of Local No. 38 the privilege to bring in any resolution they might desire.

Report, Cleveland Agitation Committee To the 11th Convention of the I. L. G. W. U. Greeting.

This report must be a very hasty one. The Kalamazoo Corset Strike makes it impossible for me to go into full details at this time, because of the daily excitement connected with "illegal" picketing; a vigorous boycott campaign, and continuous mass meetings in various important Michigan cities to protest against government by injunction and to get moral and financial assistance. My time is crowded with more important work than reports, as you will learn from our Kalamazoo delegates.

The campaign to educate and organize into permanent committees the consumers of Ohio and Michigan is going on continuously, as before, and successfully. While in Cleveland, we learned from workers at the plant of H. Black and Company, that never before in the last ten years has work been so slack so early in the season. However, we feel that it is a great handicap not to have a label, because I smelled a rat at once and guessed at once

merchants can cheat our committees and sell Cleveland goods by ripping off the marks.

Since the middle of March, Miss Krial, with the assistance of local trade unionists and others, has carried on the boycott in the cities of New Castle, Steubenville, Ballaire, Bridgeport, Martin's Ferry, Wheeling, W. Va.; St. Clairsville, Cambridge, Byrville, Coshocton, Newark, and has also revisited certain cities, such as Canton, Akron and Youngstown to re-inforce the boycott of "Wooltex" Goods in particular, at the suggestion of Secretary Dyche.

In almost every new city visited merchants have signed a petition asking Cleveland firms to adopt the Protocol, or else they have sent special letters to separate firms with which they have been dealing. (See, for example, enclosed letter from Geo. Stile Co., Wheeling, W. Va.) As before, Women's Clubs have been endorsing and helping our cause, and particularly the Suffrage Societies, which are just now very active in Ohio.

During part of the time since the last report, Miss Barnum has been in New York City to get a label adopted, as that is a great need for our work. While East, Miss Barnum and Mr. Dyche visited President Compton and got his endorsement of a proposed "Joint Label" with emblem of the manufacturers and label of the International Union, both on the label. They also induced him to come to New York to discuss the matter with the Joint Board. While in New York, Miss Barnum arranged for publicity of the Protocol in various magazines and journals, the "World," "Independent," the "World," "To-day," "Collier's," the "Outlook" and the N. Y. " Tribune." She also helped in the campaign for a 54-hour Bill for women workers and went to the capital of the state with a committee to induce the Governor to sign the Bill.

On May 1st she rejoined Miss Krial in Zanesville. An incident which occurred in Zanesville is typical of difficulties we often encounter and goes to prove that H. Black and his hired merchants do not relish our campaign.

When, after arranging to speak at a meeting of the Executive Board of the Zanesville Federation of Women's Clubs, I was preparing to ask them to get up a mass meeting which the President favored. I was told in the morning of the day that my talk would not be possible, that afternoon, as "something had come up" to make it seem better not. I smelled a rat at once and guessed at once

that the Wooltex merchant, Weber, had been getting busy. I made up my mind to run the matter down and went directly to the home of the secretary where the Board meeting was to be held. She blushed and stammered and finally admitted that her father had been visited by a merchant and had given his word that I should not be allowed to speak in his house. I then asked to see the father and his daughter called him into the room. It developed that he was a brick manufacturer who had been "slugged" during a strike in his factory. He fought the unions for years. I had a long conversation with him, during which I said that my own father often had permitted his home to be used by Women's Clubs, and he had never felt that that gave him the right to say what the clubs should do at their meetings. After a heated discussion, I got him to agree that the Women's Clubs should give the girls a hearing, at least, but then he thought that the merchant should be invited to speak at the same time. To this I readily agreed; I was proceeding to get the ladies to arrange for such a meeting, when I was suddenly obliged to come to Kalamazoo. So that the meeting is postponed, but not abandoned. Meanwhile we got the trade unionists to attend to Weber's during our absence. The other merchants had all agreed not to buy from Cleveland.

The Michigan campaign, carried on by Misses Newman and McGinty, has been going on in about the same way. They visited the cities of Detroit, Lansing, Flint, Kalamazoo, Grand Rapids and the smaller towns where Cleveland goods are sold. Besides forming Trade Union Committees to push the Cleveland Boycott, they have also done excellent work with Women's Clubs. Miss Newman has also attended the Socialist Convention at Indianapolis, where she was able to interest Socialists from all parts of the country to carry on the boycott, in their respective cities. We shall next visit Southern Ohio and Indiana.

Respectfully submitted,
Esther Barnum, Chairman,
Cleveland Agitation Committee.

Report of the Label and Boycott Committee.

Secretary Barcan read Resolution No. 37.
Whereas, since our International Union is in existence we have made no progress with our Union Label, and

Whereas, since the strike in the city of Cleveland a committee of the strikers have

been agitating for labor conditions in the different states similar to the protocol conditions gained in New York as a result of the strike of 1910, and

Whereas, the merchants and consumers ask for a Protocol Label on all goods that they purchase, and

Whereas, there is a great movement in the United States for union and sanitary conditions, therefore be it

Resolved, that this Convention change our label to be called "The White Label of Protocol Conditions," which should be framed in such a way as to reach the working class at large.

S. Polakoff, Local No. 9.

The majority of the committee recommended that the Convention authorize the G. E. B. to change the form of the label at their discretion and that the label shall be issued by the I. L. G. W. U. Minority report in favor of omitting the words: "and that the label be issued by the I. L. G. W. U."

General Secretary Dyche gave his reasons for moving that the Convention allow the General Executive Board to enter into arrangements with the Manufacturers' Protective Association. President Gompers had been in New York a short time ago and advised them to issue a label jointly with the Manufacturers' Protective Association. In the past all efforts to place the label had not been very successful, and he contended that a label such as they had in mind would be a formidable weapon in their hands. Other unions whose label was a success encouraged them, saying it would be greatly to their benefit. The result of the Cleveland strike had brought the question to a head and it seemed to him imperatively necessary that the Convention should take action, otherwise it would mean a delay of two years. Several prominent members of the Manufacturers' Protective Association had evinced their willingness to adopt the label and had assured the officers of the organization that they would do all in their power to compel the other members to join.

Delegate Cohen spoke against this and gave several reasons to support his contention.

Delegate Slotchin said he was not in favor of going into partnership with the manufacturers. He did not see how they could adjust matters before the Board of Grievance in any case where the manufacturers violated their agreement if this recommendation were endorsed. He also alluded to the fact that

several members who talked a great deal about the union label did not enquire very particularly as to whether they were getting union label goods, and instanced the buying of cigars in this connection.

Delegate Martin said the label which had been recommended was in his opinion a three-cornered label. It would mean taking their own label and placing upon it the imprint of the Manufacturers' Protective Association and that of the Sanitary Control on different corners. He gave reasons to show that a great deal of the work was not done under sanitary conditions and approved referring the matter to the General Executive Board with instructions that they be empowered to issue no label but the International Union Label.

Further discussion on this subject was postponed until the afternoon session.

The meeting adjourned at 12.30 P. M.

Monday, June 10th, Afternoon Session

President Rosenberg in chair.

Upon motion, roll call and reading of minutes was dispensed with.

President Rosenberg then introduced Mr. E. Eiges, manager of the Montreal "Volks Zeitung," who said that for the past five years the Jewish population of Canada has increased extensively. Five years ago it was almost impossible to organize a trade union in this city. Five years ago he was called upon to address a meeting of ladies' garment workers and the same was attended by 15 people. The following meeting was attended by 92 people and he thought at that time it was a great success. Two weeks ago a meeting was called, at which 2,000 people were present. In view of this fact it was found necessary to establish a Jewish publication in the Dominion of Canada, the name of which is the "Volks Zeitung." The object of this paper is to keep the workingmen of Canada together. When the delegates present at this Convention return to their respective cities, let them take with them the best wishes of the "Volks Zeitung" for the best success in their future undertakings.

The following telegram was then read:

New York, June 10, 1912.
Convention of the I. L. G. W. U., Labor
Temple, Toronto, Ont.

The Executive Board of Local No. 38 wish to thank the delegates of the 11th Convention for the sympathy and reinstatement of our local.

J. L. Banach, Sec'y Local No. 38.

The debate on the majority and minority report of the Label and Boycott Committee was then continued.

Upon motion the majority report of the committee was concurred in.

Resolution No. 38

Whereas, the reports of Miss Gertrude Barnum and Delegate Anna McGinty, and resolutions sent by the Toronto and Montreal locals of the Cloak Makers Union, show the necessity of agitation against unfair labor conditions, therefore be it

Resolved, that the incoming General Executive Board shall continue the agitation in the future for the principles we fought for in Cleveland and Toronto.

Committee recommended that this resolution be accepted and referred to the incoming G. E. B. Concurred in.

Delegate Kleinman, Secretary of the Law Committee, presented the following report:

Amendment 1, Article 3, Section 1

Whereas our Constitution provides for calling conventions biennially on the first Monday in June, and

Whereas, this Convention entails enormous expenses to our locals and to the General Office, and

Whereas, the General Officers have full power to act in any matter when the Convention is not in session, therefore be it

Resolved, that these conventions shall be held every 4 years and shall be called on the first Monday in May.

J. Katz,

M. Grishkan, Local No. 2.

Committee recommended the rejection of the amendment. Concurred in.

Amendment 2, Article 3, Section 2

The President shall open the Convention and be the presiding officer at the first session.

L. Kalis, Delegate No. 56.

Committee recommended rejection of this amendment. Concurred in.

Amendment No. 3.—Article 3, Section 3

Representation shall be based upon the average membership of the local for the last six (6) months previous to the month in which the call to the convention is issued.—John A. Dyche, Delegate Local No. 23.

Committee recommended the acceptance of the above amendment. Concurred in.

Amendment 4, Article 3, Section 5

Delegates shall be elected by ballot at a meeting of the L. U. immediately after receiving notice of the G. S. T. and a majority

vote shall constitute an election. No person shall be eligible unless he shall have been a member in good standing of the I. L. G. W. U. at least 2 years preceding the date on which said election is held and a member of the local union he is to represent, provided the L. U. was that long in existence.

S. Polakoff, Local No. 9.

Upon motion agreed to refer this back to the Law Committee.

Amendment No. 5.—Article 3, Section 5 shall read as follows:

A paid officer of any local union or Joint Board who has been in the employ of the organization for continuous six (6) months or more, shall be eligible as delegate to the convention; providing he or she is or has been a member of the I. L. G. W. U.—John A. Dyche, Delegate Local No. 23.

Upon motion agreed to accept the above amendment.

Amendment No. 6.—Article 3, Section 9.

Except in the case of a local union with a membership of more than 50 and less than 250, when delegates shall be entitled to the cost of over 500 miles transportation for one delegate only.—John A. Dyche, Delegate, Local No. 23.

Committee recommends the acceptance of the above amendment. Concurred in.

Amendment 7, Article 3, Section 9

Resolved, that the International Union shall pay one-half of the expense to each local union for every delegate represented at the Convention not exceeding three dollars (\$3.00) a day.

J. Katz,

M. Grishkan, Local No. 2.

Committee recommend the rejection of the same. Concurred in.

Amendment 8, Article 3, Section 6

Delegates shall establish their rights to a seat in the Convention by credentials signed by the chairman and secretary, with the seal of the L. U. attached, and shall also present their union books to the credential committee with all their dues and International assessments in good standing. They shall hold office until the election of their successors.

S. Polakoff, Del. Local No. 9.

The committee recommends its acceptance. Concurred in.

Amendment 9, Article 3, Section 11, to read as follows:

In order to provide for the presence of the President, Vice-President, General Secretary-Treasurer and members of the General Executive

Board, at the next succeeding convention to render their reports, etc.

S. Polakoff, Del. Local No. 9.

Amendment 10

Second line of above section to read:

"Of members of the General Executive Board," instead of "President, Vice-President and General Secretary-Treasurer."

J. A. Dyche, Del Local No. 23.

Amendment 11

"The President, First Vice-President and members of the General Executive Board shall be members of the succeeding convention in case they are not elected delegates, but without vote."

S. Polakoff, Del. Local No. 9.

The majority report of the committee is to reject the above amendments. The minority recommend acceptance.

Recommendation of the majority was accepted.

Amendment 12, Article 3, Section 12

Strike out the word *appointed*.

L. Kalis, Del. Local No. 56.

Committee recommends its rejection. Concurred in.

Amendment No. 13—Article 3, Section 14, shall read as follows:

Secretaries of local unions shall send a report of the conditions of the L. U. on Biennial Report Blanks furnished by the G. S. T. twenty days before the convention, to be printed in the convention number of the Official Journal. Seal of respective L. U., together with the signature of the President and Secretary, must be attached to all reports.—John A. Dyche, Delegate, Local No. 23.

The committee recommends the acceptance of same. Carried.

Amendment 14

Add to Article 3, Section 15, the following:

All amendments adopted at a regular convention shall go into effect 30 days after the adjournment of the convention.

S. Polakoff, Del. Local No. 9.

The committee recommends the acceptance of this amendment. Concurred in.

Amendment No. 15.—Article 3, Section 19:

No resolution or amendment to the constitution shall be introduced at the convention after the third day's session, except by two-thirds majority of the convention.—John A. Dyche, Delegate, Local No. 23.

Committee recommends the acceptance of this amendment. Concurred in.

Amendment No. 7.—Article 3, Section 20:

The proceedings of the convention shall be governed by the standing rules as prescribed by Article XIX., of, the constitution of the I. L. G. W. U., and Cushing's Manual.—John A. Dyche, Delegate Local No. 23.

The committee recommends the acceptance of this amendment. Concurred in.

Amendment 17, Article 4, Section 1

Resolved, that all the officers of the I. L. G. W. U. shall be elected by a referendum vote, biennially.

J. Katz,
M. Grishkan, Local No. 2.

Amendment 18

The General Executive Board shall consist of 20 members, 5 residents of New York City, 1 from Philadelphia, 1 from Chicago, 1 from Boston, 1 from Cleveland, 1 from St. Louis, and 1 representing every Joint Board affiliated with the I. L. G. W. U.

S. Berman, J. B. of Albany and Troy.

Amendment 19

The General Secretary-Treasurer, President and Vice-Presidents shall be nominated by the convention and elected by referendum.

S. Berman, J. B. of Albany and Troy.

Amendment 20

Two persons to hold the office of Secretary and Treasurer instead of one person holding both offices. The General Executive Board to be composed of 15 members, none of whom except the President, Secretary and Treasurer shall be paid officers. No officers shall serve more than two terms. All officers shall be elected by referendum of all good standing members of the I. L. G. W. U. In the event of an officer being under charges, 5 locals in good standing shall find sufficient reasons before these charges are taken up by the General Executive Board, which body shall give it over to a referendum of all the locals, and if a majority of locals find these charges well founded, said member shall be recalled. The President, Secretary and Treasurer and all the General Officers to be able to read, write and speak English.

H. Berkowitz, Sr N. Rosenberg, A. Ganz,
J. B. of Cleveland.

Amendment 21

Resolved, that a Board of Directors of 7 be elected by referendum vote and that they be not chosen from any one state or from the General Officers.

H. Sheines, Pres.; H. N. Rutskyn, Sec'y;
L. Kalis, Local No. 56.

Amendment 22

Resolved, that the General Officers be not elected for a longer period than 2 continuous and successive terms.

H. Sheines, Pres.; H. N. Rutskyn, Sec'y;
L. Kalis, Local No. 56.

Amendment 23

Resolved, that the majority of the General Executive Board be chosen from the country at large, and the minority from New York.

H. Sheines, Pres.; H. N. Rutskyn, Sec'y;
L. Kalis, Local No. 56.

Amendment 24

Whereas, our International Union has been increased largely in the past two years and is constantly increasing, and

Whereas, there is still a large field for organizing work, and knowing from past experience that owing to having the work left to a few men to accomplish, they were therefore unable to do it successfully, therefore be it

Resolved, that the General Executive Board shall consist hereafter of 21 members, including the President and General Secretary-Treasurer. The General Executive Board shall be divided into 3 departments: (1) Organizing Department, (2) Finance Department, (3) Jurisdiction and Grievance Department.

Each department shall meet not less than once a month and all three departments, namely, the General Executive Board shall meet not less than once in 6 months. The General Executive Board shall have the power of recalling any members of the Organizing Department when they deem it necessary. Each department shall have the power of transacting its own business. Each department shall elect its own secretary, but the secretary of the Finance Department shall be the General Secretary-Treasurer.

These 3 secretaries and the President shall act in the capacity of a supervisory board. This board shall be a payable department. Each payable officer shall get not more than \$21.00 per week for the first 6 months in service for the International Union, but shall not get more than \$35.00 per week thereafter.

Every said officer, when away 50 miles from his home town, shall get \$2.00 per day traveling expenses.

No one city shall be entitled to have more than eight representatives on the General Executive Board.

Jacob Katz,
Max Grishkan, Local No. 2.

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Amendment 25

The General Officers of the I. L. G. W. U. shall consist of the General President, General Secretary-Treasurer and, 13 Vice-Presidents, 5 of whom shall be residents of the City of New York. The General Executive Board shall meet every month.

M. Lazarus, Secy.

J. Alperstein, Pres. Local No. 4.

Amendment No. 26.—Article 1, Section 1.

The General Officers of the I. L. G. W. U. shall consist of fifteen (15) members, including Treasurer and five (5) Vice-Presidents, who shall act as General Organizers. Ten (10) of the members of the G. E. B. shall be residents of New York. The General Executive Board shall hold quarterly meetings in New York City. The New York resident members of the Board shall meet once a month.—John A. Dyche, Delegate, Local No. 23.

Amendment 27

Whereas, the pressers of the ladies' garment trade are better organized than all other sections of the trade, and

Whereas, pressers are subject to many evils which are not as well understood by operators or tailors, therefore be it

Resolved, that the pressers shall be represented by two members on the General Executive Board.

Morris Goldofsky, A. Shavelson, Local No. 35; M. Brass, Local No. 68.

Amendment 28

All the Vice-Presidents who are to form the General Executive Board of the I. L. G. W. U. shall be nominated (not more than two from each local) from the floor of the convention, and the twenty-four receiving the greatest number of votes shall be submitted to the general membership for election. It shall be the duty of the G. S. T. to call the referendum not later than September following the convention, and that those that are elected shall take their office not later than December 31st of the same year.

A. Cursi,

L. Cassato, Local No. 9.

Amendment 29

In the fourth line omit the word "Four" and insert the word "majority."

Ab. Rosenberg, Local No. 1.

Amendment 30

All the officers shall be nominated at the biennial convention and shall be ratified by the entire membership. They shall be elected one month after the convention, and hold office until their successors are duly nominated, elected and installed.

M. Lazarus, Secretary; J. Alperstein, President, Local No. 4.

Amendment 31

The General President and General Secretary-Treasurer shall be nominated upon the floor of the convention and the three candidates for the respective offices receiving the greatest number of votes at the convention shall be submitted to a referendum vote for election.

The committee recommends the following substitute amendment for amendments 17 to 31:

Amendment 32

Article 4, Section 1, to read as follows: The General Officers of the I. L. G. W. U. shall consist of the General President, General Secretary-Treasurer and thirteen Vice-Presidents, seven of whom shall be residents of the City of New York. The New York members of the Board shall meet once a month.

After some discussion agreed to accept the substitute amendment of the committee.

Amendment No. 33.—Article 4, Section 8, to be deleted. John A. Dyche, Local 23.

Committee recommends its adoption. Concurred in.

Amendment No. 34.—Article 4, Section 8:

Any member of the International Union who has been two years in good standing in his or her local union shall be eligible to any office in the International Union.

John A. Dyche, Local 23.

Committee recommends its adoption. Upon motion recommendation not concurred in.

Amendment No. 35.—Article 4, Section 9:

The installation of officers shall take place on August 1, after the biennial convention, when the newly elected administration shall come into power.—John A. Dyche, Delegate, Local No. 23.

Committee recommends its adoption. Upon motion recommendation not concurred in.

Amendment No. 36.—Article 5, Section 9, shall read as follows:

The General Secretary-Treasurer shall issue an itemized monthly financial report which shall be published regularly in the Official Journal.—John A. Dyche, Delegate, Local No. 23.

Recommendation of the committee is to reject the same. Concurred in.

Amendment No. 37.—Article 5, Section 10:

The G. S. T. shall be bonded in a reputable security company in the amount of \$10,000. The amount of said bond may be increased at any time within the discretion of the G. E. B. The premium for said bond

shall be paid out of the funds of the International Union. The accounts of the G. S. T. shall be audited monthly by a reputable certified accountant to be appointed by the G. E. B. The report of the accountant shall be published monthly along with the financial statement of the G. S. T. in the Official Journal. All bills outside of the regular expenditures, such as rent, salary and petty cash items, shall be O. K'd by the President or First Vice-President.—John A. Dyche, Local No. 23.

Committee reports favorably with the exception of that part referring to the publication in the Official Journal. Concurred in.

Amendment 38, Article 5, Section 12

Omit the word "four" and insert the word "five," same as to read as follows:

The General Executive Board shall be empowered to commission as organizers any member of the International who possesses the necessary qualifications, for such length of time as they may deem fit and to pay him or her such salary as they may decide upon, same not to exceed \$5.00 per day and also traveling allowances.

Abr. Rosenberg, Del. Local No. 1.

The recommendation of the committee that the salary shall not be more than \$30.00 per week, instead of \$5.00 per day, was concurred in.

Amendment No. 39.—Article 5, Section 15:

The General Executive Board shall have the right to call a special convention when so decided by three-fourths majority vote of the Board.—John A. Dyche, Delegate, Local 23.

The committee recommends its rejection. Not concurred in.

Amendment No. 40.—Article 5, Section 16:

The General Executive Board shall meet 20 days prior to the convention and appoint an Audit and Credential Committee of seven members, three of whom shall be delegates from cities outside of Greater New York, whose duty it shall be to meet at the general office of the International Union not later than ten days prior to the holding of the convention, to examine all credentials, books and accounts of the general office and make a complete report. The committee shall have their report of the delegates completed and printed in sufficient numbers to provide each delegate to the convention with a copy of their report on the first day the National convention convenes, and in like manner the reports of the International President, Vice-President and Secretary-Treasurer and accountant shall

be prepared and printed and distributed on the first day of the convention—John A. Dyche, Delegate, Local No. 23.

The committee recommends its acceptance. Concurred in.

Amendment No. 41.—Article 5, Section 17:

It shall be the duty of the General Organizers to look after the interests of the I. L. G. W. U., to organize new locals, visit existing locals, to adjust internal differences, to assist local unions in adjusting threatened strikes and lockouts, to audit or cause to be audited the accounts of locals and look after the proper financial transactions of the business of the locals in their territory, and in all matters officially represent the I. L. G. W. U. in accordance with the constitution and directions from headquarters, and perform such other duties as may be assigned to them by the G. E. B. They shall render a monthly report to the G. S., which shall be published in the official Journal, and also fill out a weekly report blank provided by the G. S.-T.

John A. Dyche, Local 23.

The committee recommends its acceptance. Concurred in.

Amendment No. 42.—Article 7, Section 1,

Second line:

Change the word *five* to "ten" and "fifteen weeks" instead of *ten weeks*.—John A. Dyche, Delegate, Local No. 23.

The committee recommended same to be accepted. Concurred in.

Amendment 43, Article 6, Section 2

If at any time the General Executive Board should deem it necessary to raise the per capita, the question may be submitted to a referendum vote in accordance with Section 1, Article 3.

J. A. Dyche, Local No. 23.

The committee recommends the acceptance of the above, with the addition of the word "convention" before the words, "or General Executive Board."

The recommendation of the committee was adopted by 53 votes in favor against 43 votes opposed.

The Convention adjourned at 6 o'clock, to reconvene Tuesday, June 11th, at 9.30 A. M.

Tuesday, June 11th, Morning Session

Roll call, absentees: Ben Schlesinger, Th. Jacobs, J. Kivenco, Jos. Abramsky, Harry Wander, Harry Lubinsky, Morris J. Cohen, Douglas Webb.

The minutes of the previous two sessions were read and adopted.

Delegate Kleinman for the Law Committee**Amendment 44, Article 8**

Strike out Sections 1, 2, 3, 4, 5, 6, 7 and insert instead the following:

"Any charges made against any International elected or appointed officer by any three locals of two different cities, such charges shall be sent to the General Office and the same shall forward them to all locals for a referendum vote."

Jacob Katz,
M. Grishkan, Local No. 2.

The committee recommends its rejection.
Carried.

Amendment 45

Whereas, Article 8, Section 10, of the Constitution reads that any member of the I. L. G. W. U. feeling aggrieved at the decision of the I. U. in regard to himself shall have the right to appeal to the G. E. B., and

Whereas, the G. E. B. meets once in three months and it takes a member three months to wait for a decision, therefore be it

Resolved, that we amend the above-named section to read that a member shall appeal to the Joint Board and District Council whenever such exist and then to the G. E. B.

L Sheff, Joint Board, New York.

The committee recommends its adoption.
Carried.

Amendment 46

Whereas, all over the civilized world it is considered an injustice to try a person twice for the same offense, and

Whereas, Article 8 makes no provision to this effect, therefore be it

Resolved that a new section be added to Article 8 to read as follows:

No member of the I. L. G. W. U. shall be tried twice by the same body on the same charge on which he or she was tried before.

(Signed)

Reuben Bernstein, Local No. 9.

The committee reported favorably. Carried.

Amendment No. 47.—Article 9, Section 3:

Add to second line of that section of the word "dissolve," lapses or be expelled."—John A. Dyche, Local No. 23.

Committee recommends its adoption. Concurred in.

Amendment No. 48.—Add to Article 9, Section 4:

All property and money of the local union shall be the property and money

of the I. U."—John A. Dyche, Delegate, Local No. 23.

The majority of the committee were in favor of rejecting and the minority for accepting the amendment.

Upon motion report of majority accepted.

Delegate Kleinman: We have received several amendments pertaining to increasing the per capita; also rules for governing the calling and conducting of strikes and lock-outs; also some recommendations from the President and General Secretary-Treasurer to the same effect.

We find that in view of the fact that the recommendation of the President to establish a strike benefit fund was adopted; this requires a special study of the situation and of the constitutions of other International Unions.

We therefore recommend that the General Executive Board be instructed to work out a plan of an increased per capita and rules governing the calling and conducting of strikes and lock-outs, and submit same together with the recommendation of the President to a referendum vote of the general membership.

Moved and seconded that the recommendation of the committee be accepted. Carried.

Amendment 49. Article 11, Section 1

Strike out the sentence: "But no charter shall be issued to any local composed wholly or partly of Chinese, Japanese or other Asiatics."

(Signed) S. Lefkowitz, Local No. 9.

The committee recommended its adoption, and also to add the word "Pressers" after the words "Lining Cutters." Carried.

Amendment 50. Article 12, Section 3a to read:

The delegation to the Joint Board shall be according to the membership of the locals, the percentage to be formulated by the incoming General Executive Board.

H. Dubinsky, Local No. 56.

The majority report was to reject, the minority in favor.

Upon motion the majority recommendation was carried.

Amendment 51. Article 11, Section 4

Add an additional section to read as follows: "Wherever there are different nationalities employed in any one branch of the trade where it is impossible to keep them in one

local the G. E. B. shall be empowered to issue a separate charter to them.

Majority recommends rejection; minority in favor.

Moved and seconded that the resolution be ruled out of order on account of this having been previously before the Convention and voted upon. Carried.

Amendment 52, Article 12, Section 3, to be amended as follows:

All the local unions recognized as of the same trade must pay the per capita tax to the Joint Board or District Council, that the majority of the local unions has decided upon.

Saul Metz, M. J. Aspis, S. J. Ringer,
Del. Local No. 1.

The committee recommends to substitute the following:

Add to Article 12, Section 3a:

The Joint Board shall have the power to decide the amount of per capita or dues for each affiliated local for the transaction of the business of the J. B. A majority of the locals shall decide. Concurred in.

Amendment 53, Article 12

Add an additional section to read as follows:

The Joint Board shall have the right to decide that all locals affiliated with same must have a uniform initiation fee for members.

A. Rosenberg, Local No. 1.
The committee recommends its adoption. Carried.

Amendment 54, Article 12

Add an additional section to read as follows:

It shall be the duty of the Joint Board to see that harmony among the locals shall prevail. They shall also have the right to decide on appeals from members against their respective locals, in which case the decision of the Joint Board shall be final, subject to an appeal to the General Executive Board.

A. Rosenberg, Local No. 1.

The committee reports favorably. Carried.
Amendment No. 55.—Article 12, Section 4:

The financial Secretary of a local union shall immediately after the first meeting in each month fill out the monthly report blank issued by the G. S., sign the same in conjunction with the President and Recording Secretary, and forward it together with the duplicate green sheets. He shall also fill out the quarterly report after the first meeting in each quarter ending June, September, December and March. Said officers shall also produce the books of the L. U. when demanded by the G. E. B. or any General Officer authorized by the G. E. B. A local Union shall be liable

to a fine of not more than \$5 for violating the same. A local failing to do so within thirty days shall be suspended for insubordination.—John A. Dyche, Delegate, Local No. 23.

The committee reported favorably. Carried.

Amendment 56

Add Section 6 to Article 12.

No local union shall have the right to make any payments out of its regular revenue, such as dues, initiation fee, fines or assessments for any other purpose, except the regular expenditure of the union, or any strike benefits, or donations to other labor organizations involved in strikes, which are under the jurisdiction of the American Federation of Labor. Donations and contributions for other purposes outside of those specified above must be raised either by voluntary contributions or by the creation of a special fund by the local union. Any treasurer or financial secretary or other officers making payments in violation of this rule shall be subjected to legal prosecution.

John A. Dyche, J. Abramsky, Local No. 23;
Reuben Bernstein, Local No. 9.

Committee recommends its rejection. Carried.

Amendment No. 57.—Article 12, Section 7, add:

No local union shall formulate conditions of labor or adopt by-laws, the enforcement of which may lead to strikes or lockouts without being submitted for approval to the G. E. B.—John A. Dyche, Delegate, Local No. 23.

Committee recommends its adoption. Carried.

Amendment No. 58.—Article 14, Section 1, add:

The initiation fee of affiliated locals shall not be less than \$1, and not more than \$10.—John A. Dyche, Delegate, Local No. 23.

The committee recommends rejection.

It was moved and seconded that the recommendation of the committee be concurred in, and upon a roll call the recommendation was carried by 57 to 52.

Ayes: Ab. Axelrod, Nathan, Leventhal, S. J. Ringer, Frank Rosenberg, Morris Steizer, Harry Wagner, Simon Zlotchin, Reuben Bernstein, Morris Deitch, Phillip Greifer, M. Kushner, Meyer Palefsky, Solomon Polakoff, Chas. Beaver, Jesse P. Cohn, Isadore Epstein, Samuel Martin, John F. Pierce, John C. Ryan, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, Jacob Press, Barnet

Levitt, Jacob M. Singer, Morris Goldman, Joseph Abramsky, Max Albert, Jacob Kaplan, Harry Kleinman, Meyer Perlstein, Harry Wander, Sam Schwartz, Morris Goldovsky, B. Greenko, J. Kinbarovsky, J. Limanovsky, Harry Lubinsky, Abraham Shavelson, Morris Sigman, Sam Teichman, J. Brazlaver, Harry Klein, Harry Berkowitz, Morris Sirota, Harry Dubinsky, Louis Laufer, Max Lubow, Morris J. Cohen, Meyer Rosenberg, Meyer Brass, Ab. Churgin, Joseph Kaplan, M. Shucter, James Law, Isadore Sheff.
 Noes: Saul Metz, Abraham Rosenberg, Max Amdur, M. Grishkan, Jacob Katz, David Cohen, Luigi Cassato, Aldo Cursi, Sam Lefkowitz, Ab. Mitchel, Salvatore Ninfo, I. M. Lapidus, S. Reitzin, H. Salutin, Max Cohen, Isaac Fabricant, Morris Jacobinsky, Daniel Nisnewitz, Abraham Sherer, David Shapiro, Max Brodfield, Frank Comunale, John A. Dyche, Geo. Wishnak, Abram Baroff, Sigmund Haiman, H. Liberman, Elias Reisberg, Sam Spivack, Benj. Witashkin, Israel Feit, S. N. Rosenberg, Miss Margaret Casey, Miss Florence O'Connor, Rosalino Boungiovanni, Louis Kalis, S. Labensohn, Abraham Steinberg, H. Straubburg, Samuel Glassman, Jacob Glickman, Miss Myrtle Parsons, John Baka, A. Madow, Louis Galinsky, Abraham Kirzner, H. Altman, Abraham Groban, Anna McGinty, Joseph Welkofsky, Emma Betz, Joe Cress.

Amendment No. 59.—Delete second part of Section 5, Article 14, beginning with the words "If, however."—John A. Dyche, Delegate, Local No. 23.

The committee recommended favorably. Carried.

Amendment 60, Article 14, Section 6
 Exclude first two words and read:

"Foremen, foreladies, or persons having authority to hire and discharge employees shall not be permitted to membership in the I. L. G. W. U. Persons holding political offices from any of the capitalistic parties are likewise barred from membership in the International." — A. Kirzner.

Louis Galinsky, Local No. 92.

Also another amendment in connection with above section.

Amendment No. 61.—Article 14, Section 6, shall read:

No member of the I. L. G. W. U. shall enter into an individual agreement or give security to the employers. Such member shall be expelled from the International Union.—John A. Dyche, Delegate, Local No. 23.

The committee recommends to accept the last Amendment and add: "Persons holding

political offices from any of the capitalistic parties are likewise barred from membership in the International Union. We also recommend to strike out Section 4 of Article 18 because the above already provides for it." Carried.

Amendment 62, Article 16, add new Section 3.

When a member of the I. L. G. W. U. leaves one branch of the Ladies Garment trade for another, such for instance, when an operator becomes a tailor, or vice versa, or takes to any other part of our trade, he or she shall have the right to transfer to that local and be considered an old member of the I. L. G. W. U. and have all the privileges of membership conferred by the constitution.

S. Polakoff, Local No. 9.

The committee reports favorably. Concurred in.

Amendment 63, Article 17, Sections 1 and 2

The members of any local, affiliated with the International Ladies' Garment Workers Union, are entitled to a free transfer from one local to another.

Aldo Cursi, Local No. 9.

The committee recommends its rejection on the grounds that it is already provided for in Section 3 of same Article. Carried.

Amendment 64

Add new Section 9 to Article 17.

Any member in good standing of the I. L. G. W. U. shall be permitted to work fourteen days in any trade controlled by another local union without transferring his membership.

S. Polakoff, Local No. 9.

The committee reports favorably. Concurred in.

Amendment 65, Article 18, Section 2
 To the Eleventh Convention of the International Ladies' Garment Workers, Greeting:

I hereby wish to submit the following resolution:

Whereas, the last Convention in Boston, Mass., has provided that for the sum of fifty (50) cents paid into the General Office, a member shall after being in good standing for ten (10) years be entitled in case of death to five hundred (\$500) dollars death benefit, and

Whereas, the plan has not proven to be a success, because the majority of our members do not expect to stay that long in the trade and they rather insure themselves for such sums of endowment in other organizations where they expect to belong no matter what their work will be,

Therefore, the Convention resolves to do

away with the Endowment Fund and decides to create an Accident Fund instead, to which a member, after being in good standing for one year and meeting with an accident, such as will disable him or her to work at our trade forever, should be entitled to receive a sum not exceeding five hundred (\$500) dollars. As soon as our physician will declare the case so severe, the member shall get it; to cover such fund every member of the International shall be taxed fifty (50) cents each; the President shall appoint a committee of five (5) who shall specify the plan and then it shall be given over to a referendum vote.

Samuel Glassman,
Cloak Operators, Local No. 78.

The recommendation of the committee is to reject. Carried.

Amendment No. 66.—Delete in the constitution of the I. L. G. W. U. all references to subordinate local unions.—John A. Dyche, Delegate, Local No. 23.

The committee reports favorably. Carried.
Session adjourned at 12:45 p. m.

Tuesday, June 11, Afternoon Session

President Rosenberg in chair.

Absentees: H. Grossman, N. Levenshal, Frank Rosenberg, M. Grishkan, Jacob Katz, L. Cassato, Aldo Cursi, Ph. Greifer, J. Halpern, M. Kushner, Sam Lefkowitz, M. Mitchell, Salvatore Ninfo, Chas. Beaver, Isd. Epstein, Samuel Martin, John Pierce, Jesse Cohen, J. C. Ryan, Jacob Press, T. Jacobs, J. Kivenko, Meyer Perlstein, Ia. Feit, Margaret Casey, Florence O'Connor, Paul Westerville, Douglas Webb, James Law, Louis Galinsky, Louis Cohen, Jas. Welkofsky, S. Berman.

The following telegram was read:

Phila., Pa., June 11, 1912.
To the Convention of the I. L. G. W. U.,

Toronto, Can.

We wish you success in your efforts to obtain the best conditions for the wage earners of your organization.

Yours, on the United Hebrew Trades,
Sam London.

Delegate Epstein for the Resolution Com.
Resolution No. 39 ✓

Whereas, the I. L. G. W. U. is an industrial organization embracing nearly 100,000 people in the United States and Canada, banded together for the purpose of improving the conditions under which its members are employed for obtaining a more equitable share of the

products of their labor, and enforcing a reasonable workday in the ladies' garment trades, and

Whereas, we find that even such laws as are on the statute books for the protection of the workers are not being enforced on account of the insatiate greed for profits on the part of the capitalist employers, resulting in horrible catastrophes, such as the Triangle fire in New York, and

Whereas, we have found, furthermore, that whenever we have attempted to enforce our demands for better conditions by going on strike, the powers of the present capitalist government administrations have always been used against us to force us back to work under unfavorable conditions, and

Whereas, as an organization we are firmly convinced that, in order to be safeguarded in our economic and industrial interests, it is imperatively necessary that we be adequately represented in the political field as the only means by which we can compel the employers to respect our rights, therefore be it

Resolved, that this organization impress upon its members the duty of taking an active part in politics in their respective localities, thus making their influence felt, to the end that they may be protected in their lives and in their rights generally, and be it further

Resolved, that we do not favor the formation of separate labor parties in different localities which divide and render inefficient the political power of the workers, and be it further

Resolved, that since there is one International Socialist Party which represents on the political field the interests of the workers of all countries of the world, we unhesitatingly declare it to be for the good of this organization that its members indorse and support the said International Socialist Party, and we recommend to all our members to act accordingly.

A. Baroff, B. Witashkin, Clara Lemlich, H. Lieberman, S. Spivak, E. Reisberg, Local No. 25.

The recommendation of the committee is to reject for the reason that the members of the I. L. G. W. U. hold affiliations with different political parties, and it will be unfair for this convention to indorse the candidates of any political party. Concurred in.

Resolution No. 40

Whereas, the various branches of the garment working industry are becoming more and more complicated from year to year, and

Whereas, constant disputes of the different locals inevitably arise, and many times to the disadvantage of our members and cause, and

Whereas, the weapon of industrial strikes show the superiority of industrial action over craft organization, and

Whereas, on the other hand, the employers are industrially organized to combat organized labor and to protect their industrial interests, therefore be it

Resolved, that the I. L. G. W. U. favors the industrial form of organization which is more beneficial to the interests of its members.

S. Haiman, Local No. 25.

The recommendation of the committee is to reject for the reason that it is not stated clearly in the resolution what is desired of this convention. Concurred in.

Resolution No. 41

Whereas, society is divided into two classes, the capitalist and the working class, and

Whereas, the working class is exploited of the wealth it alone produces, and

Whereas, between these two classes the struggle must go on until the producer is recognized the sole master of his product, that is until the capitalist system is overthrown, and

Whereas, the capitalist system can only be overthrown by the working class through united class action, therefore be it

Resolved that the I. L. G. W. U. recognizing the above declaration adopts the industrial form and the tactics which can better secure the immediate improvements of the conditions of the workers employed in the ladies' garment industry, as to help along the overthrowing of the capitalist system.

Frank Comunale, Local No. 23.

The recommendation of the committee is to reject for the reason that it is not stated clearly in the resolution what is desired of this convention. Carried.

Resolution No. 42

Whereas, the delegates of the cloak industry in the city of New York are aware of the many moral and material inconveniences experienced in the last two years of active life, and

Whereas, though fruitful, we may yet call it an experimental period in which many lessons have been learned by us and we found that unity of action against us is a practice of the manufacturers, and

Whereas, our present means of defense and struggle have proved to be completely inadequate,

because our workers are given to understand that harmony is possible to exist between the two antagonistic classes, and

Whereas, the partition of a big union like ours into different local unions representing each a craft gives rise to unnecessary local selfishness, which often misleads the aspiration of the workers, and

Whereas, such a state of affairs renders the average union member a local militant instead of a class defender, and

Whereas, the financial situation also suffers by such a complicated system, and by the excessive number of local employees and other expenses, and

Whereas, the power attributed to each local executive board generally attains a conflicting state of affairs with the proper authorities who conduct the every day union business, therefore be it

Resolved, that all the New York locals of the cloak and suit industry shall merge into one body of men and women who are to elect a proportionate number of representatives by a referendum vote every 6 months, who are to form a deliberating body for the cloak industry of the city of New York, and be it further

Resolved, that any sub-division of this local shall be done in regard to nationalities and to crafts, and be it further

Resolved, that there shall be one financial administration which shall have all powers belonging now to each local union and to the Joint Board, and be it further

Resolved, that this resolution is to take effect not later than December 31, 1912.

Aldo Corsi, S. Ninfo, L. Cassato, A. Mitchell, S. Lefkowitz, Local No. 9; M. Finkelstein, W. Barcan, S. Chanser, Local No. 11; M. Brodfield, Frank Comunale, Local No. 23; R. Boungiovanni, B. Greenko, Local No. 35; D. Shapiro, Local No. 20; M. Brass, Local No. 68; A. Madow, J. Baka, Local No. 90.

Resolution No. 43

The committee recommended its rejection on the ground that this is a local matter and applies to the New York locals. Carried.

Whereas, most of the vice-presidents have been paid officers of the International Union, and

Whereas, it is not becoming for officers to be called on to approve their own work, therefore be it

Resolved, that the vice-presidents shall not

be paid officers and that the General Executive Board shall select organizers from those who are not office holders of the International Union.

Max Perlstein, Local No. 23.

The majority report of the committee recommended its rejection as in the opinion of the committee it is the duty of the General Executive Board to select the most competent members for organizing work, regardless as to whether they are members of the General Executive Board or not, and that we presume that this convention selects the best men to constitute the personnel of the General Executive Board.

The President, however, ruled this resolution out of order, as the subject matter had already been dealt with.

Resolution No. 44

Whereas, both the International Union and some of its locals have now a tremendous need for printed matter of various kinds, of which journals issued by the Joint Board and the International Union form a large part, and

Whereas, the headquarters of the Union is situated in New York City, which is also the headquarters of a large number of labor organizations, and all these would be sufficient to insure the success of a printing establishment of our own, therefore be it

Resolved, that this convention instructs the incoming General Executive Board to take steps for the establishment of a printing plant of our own, in order to insure economy in an item entailing much expenditure.

Max Albert, Local No. 23.

The committee recommended to refer this to the incoming General Executive Board. Concurred in.

Resolution No. 45 ✓

Whereas, the New York "Forward," a Jewish daily paper, has in the past shown, in the last general strike of 1910, also in the Cleveland strike of 1911, sincerity and true obligations in helping us through the press to bring about our victories, and also in view of what it does for the present, therefore be it

Resolved, that the 11th convention of the I. L. G. W. U. decide to send a vote of hearty thanks to the Jewish daily "Forward."

S. Metz, Local No. 1; W. Barcan,

Local No. 11.

The committee recommended its adoption. Concurred in.

Resolution No. 46

Whereas, we are endeavoring to have laws

enacted in the different legislative bodies of all governments looking to the advancement of the cause of labor, therefore be it

Resolved, that this convention go on record as exacting of all its members and prospective members the necessity for prompt declaration of their intentions of becoming citizens.
S. Martin, J. F. Pierce, I. Epstein, C. Beaver,
J. P. Cohen, J. C. Ryan, Local No. 10.

The committee recommended its adoption. Concurred in.

✓ Resolution No. 47

Whereas, society is divided into two classes, the working class which produces all the wealth and the capitalist class which owns and controls the means of production, thereby being the sole owner of the very life of the workingman and those dependent upon him, and

Whereas, organized labor is in most cases absolutely helpless against organized capital, which owns and controls the courts, police and the militia, and

Whereas, concentrated political action on the part of organized labor would enable the working class to have its own representatives in the various legislative bodies, and

Whereas, the Socialist Party is the only labor party that honestly and earnestly represents the interests of organized labor, aiming at the overthrow of the capitalist system and the establishment of a co-operative commonwealth, whereby each man will receive the full product of his labor, therefore be it

Resolved, that the I. L. G. W. U., at its 11th convention, indorse the Socialist Party of America which aims at securing the overthrow of the bourgeoisie, and be it further

Resolved, that we indorse the standard bearers of the Socialist Party, viz., Eugene V. Debs and Emil Seidel for President and Vice-President, respectively.

Max Brodfield, Local No. 23.

The recommendation of the committee is to reject on constitutional grounds.

The President ruled this resolution out of order on the ground that the convention has already refused to pledge its members to any affiliation with political parties.

Resolution No. 48

Whereas, the sewing of plushes and caracul coats above size 12, by machine, spells ruin for the cloak trade, and

Whereas, this is not a question of introduction of new machinery, mechanical device or technical improvement into the industry, but

rather an invention that compels one employee to make the work of two employees for the remuneration payable to one employee, therefore be it

Resolved, that this convention go on record against the sewing of pluses and caraculs by machine and stand pledged to take measures for preventing its spread to wider fields and to abolish the practice wherever it is in use.

H. Wagner, S. Ringer, S. Metz, S. Slotchin, Local No. 1; Ph. Greifer, M. Deitch, J. Halpern, Local No. 9.

The recommendation of the majority of the committee is to reject on the grounds that this convention cannot go on record as passing any resolution toward stopping the advancement of civilization and progress. Minority report is to accept.

After a lengthy discussion in which delegates Dubinsky, Wagner, Lapidus, Metz and Slotchin participated, the previous question was called for and upon a vote the recommendation of the minority was carried.

Delegate Kleinman for the Law Committee.

Amendment 4, Article 3, Section 5, which was referred back to the committee, to read as follows:

Delegates shall be elected by a ballot at a meeting of the Local Union immediately after receiving notice of the G. S.-T., and a majority vote shall constitute an election. No person shall be eligible unless he or she is a member in good standing of the local he or she represents. No member shall be eligible as a delegate to the convention unless he or she is in good standing in the I. L. G. W. U., at least 2 years preceding the date on which said election is held.

The committee recommended its acceptance. Concurred in.

Moved and seconded that this amendment shall take effect immediately in order to bestow on Delegate M. G. Leader, of Local No. 17, the privilege of the vote.

After a lengthy discussion a roll call was demanded, which resulted in 84 voting in favor of the motion and 64 opposed:

Ayes: M. Grishkan, Jacob Katz, Chas. Beaver, Jesse P. Cohen, Isador Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Samuel Chanser, Jos. Elkin, Jacob Press, Max Cohen, Isaac Frabican, Morris Jacobinsky, Daniel Nisnewitz, A. Scherer, Geo. Wishnak, Sigmund Haiman, Clara Lemlich, H. Lieberman, S. N. Rosenberg, Sam Schwartz, Margaret Casey, Florence O'Connor, Louis Kalis,

S. Lebensohn, A. Steinberg, Morris J. Cohen, A. Churgin, Joe Kaplan, H. Strassburg, Myrtle Parsons, L. Galinsky, Emma Betz.
Noes: M. Ashpis, Abr. Axelrod, Nathan Leventhal, Saul Metz, Samuel Ringer, A. Rosenberg, Frank Rosenberg, Morris Stelzer, Harry Wagner, Simon Slotchin, David Cohen, Reuben Bernstein, Louigi Cassato, Aldo Carsi, Morris Deitch, Ph. Greifer, H. Halpern, M. Kushner, Sam Lefkowitz, Abe Mitchell, Salvatore Ninfo, Meyer Palefsky, Solomon Polakoff, Max Finkelstein, S. Reitzin, H. Solntin, D. Shapiro, Barnett Levitt, J. Singer, J. Abramsky, M. Albert, Max Brodfield, Jacob Kaplan, Harry Wander, A. Baroff, Elias Reisberg, S. Spivak, Benj. Witashkin, R. Bonogiovanni, Morris Goldofsky, B. Greenko, J. Kimbarovsky, J. Limanovsky, Harry Lubinsky, Abr. Shavelson, Morris Sigman, Sam Teichman, J. Braslover, Harry Berkowitz, Morris Sirota, Harry Dubinsky, Lewis Laufer, Max Lubow, Meyer Rosenberg, M. Schacter, Samuel Glassman, Jacob Glickman, John Baka, A. Madow, A. Groban, Joe Cress, Isd. Sheff.

Amendment 67

Whereas, it has been proven by every day experiences that the provision of our Constitution relating to traveling cards does not answer to our present requirements, and

Whereas, the control exercised over the members who obtain traveling cards is insufficient, since it frequently happens that the members lose their cards or hand them over to other members, and so two members go under one name, therefore be it

Resolved, that every member shall be furnished with a traveling card to be retained by him, while the original transfer card with the member's signature shall be sent by the secretary of his local union to the secretary of the local to which he transfers his membership for the purpose of identification.

S. Slotchin, S. Metz, M. Stelzer, F. Rosenberg, Local No. 1.

The committee recommends its rejection. Concurred in.

Amendment 68, Article 4, Section 11

No decision or legislation initiated by the General Executive Board shall be an established law unless it has first been voted on by at least one quarter of the entire membership of the International Union.

J. Katz, Local No. 2.

The committee recommends its rejection. Concurred in.

Amendment 69

Whereas, the Constitution of the I. L. G. W. U. gives the convention the right to elect its general officers, be it therefore

Resolved, to adopt an amendment to the Constitution for the election of the general officers, including the General Executive Board, by a referendum vote.

G. Slatin, Local No. 38.

The President ruled this amendment out of order on the ground that the question has already been dealt with.

Amendment 70, Article 12, Section 7

Whereas, the Constitution of the I. L. G. W. U. gives the General Executive Board judicial powers to revoke a charter of a local union, and

Whereas, this power proves dangerous to local unions, therefore be it

Resolved, that an amendment be adopted to the effect that no charter should be revoked, except as provided for in Article 12, Section 5, of our Constitution, unless passed by referendum vote.

S. Roseman, Geo. Slatin, M. Spivak, I. Goldstein, Thomas Kratina, A. Soloviof, Local No. 38.

The committee recommends its rejection. Concurred in.

Amendment 71 ✓

Amendment to preamble of I. L. G. W. U. Constitution.

After the words on the 12th line reading "Resolved, that the only way to acquire our rights as producers and citizens, and to," strike out the words "be enabled, etc., ending with "to organize a union," and substitute the following words: "Bring about a system of society whereby the workers shall get the full value of their product, is to organize industrially into a class conscious labor union politically represented on the various legislative bodies by representatives of their own party and class." Also substitute the word "industry" for "trade" right to the end of the preamble wherever it occurs.

M. Finkelstein, W. Barcan, I. Press, J. Elkin, S. Chanser, Local No. 11; A. Sherer, Local No. 17; Geo. Wishnak, Local No. 23; Meyer Brass, Local No. 68; Morris Sirota, Local No. 50; H. Klein, Local No. 41; D. Nisnewitz, M. G. Leader, M. Cohen, Local No. 17; S. Lefkowitz, Local No. 9.

The majority of the committee is to reject and the minority report to accept.

On motion the minority report was carried.

Delegate Berkowitz for the Grievance Com. Read the Following Communication:

To the Convention of the International Ladies' Garment Workers Union.

Chairman and Delegates: At the previous convention of the International Ladies' Garment Workers, held at Boston, Mass., it was resolved that whereas, Local No. 17 has been organized for the sole purpose of organizing and controlling Infant Cloaks and Reefers, and whereas coats from sizes 32 to 44 cannot be called reefers, for a reefer is a child's garment, therefore Local No. 17 shall get a new charter with the name of "Infants Cloaks and Reefer Operators Union," which means that they are to control the reefer operating only.

After 2 years have elapsed we find that instead of controlling the reefer trade, they have driven this line of work into shops of children jacket makers, most of them under the jurisdiction of Local No. 10 United Garment Workers Union, and many non-union shops of the above-named trade.

The firms that used to make the reefers are now making juniors, misses and ladies' coats at prices that were always paid for reefers.

The result is that our seasons are very short, and that our members are forced to wait for the retail trade only, which lasts a very short time, with only 6 months' work during the year, whereas years ago the wholesale trade, or jobbing, kept most of our members at work 9 and 10 months during the year.

As an illustration of the prices and conditions of a few shops controlled by Local No. 17, we cite below a statement of these prices to enable you to compare them with the same line of work in shops controlled by our Joint Board.

Weinstein Brothers of 139 Spring street, a shop controlled by Local No. 17, is making cloth, caracul and plush and chinchilla coats. The firm sells from eight to ten thousand garments a week, at prices so low, that they kill all competition in the market. We show here what price they pay for labor. Compare same with firms who used to overflow the market with this same line of work, where now our members are idle, waiting in the shops for a few special orders. After this firm was on strike, called out by Local No. 17, for 4 weeks, the following prices were settled:

Caracul coats, sizes 32 to 44, linings sewed by machine, operating 34c., of which 1 $\frac{1}{2}$ c. is deducted for sewing in sleeves, leaving 32 $\frac{1}{2}$ c. for the operating of the coat. Plush coats are settled 5c. more than caracul. Pockets in

linings of plush coats 5c. extra. Pockets in linings of caracul coats no extra charge. Facing on these coats 5c. extra. Finishing on all these coats 7c.

Meyer Vessel, of 41 Division street, where plushes were always lined by hand, refused to settle prices for plush and caracul coats with our committee, claiming the same privilege as Weinstein Brothers, to have the linings sewed in by machine, and the prices settled the same as the above-named firm. He has submitted proof that he cannot sell his pluses or caraculs on the market and that the above-named firm undersells him with \$1.00 and more on the same identical coats. The prices that he paid until now show that he is right. The following price list of plush and caracul were settled by Mr. Vessel last year. The cheapest caracul with a cotton lining, no interlining, were settled as follows:

375—for operating 45c., finishing 70c.

140—for operating 45c., finishing 90c., pockets 5c. extra.

Plush coats, the cheapest, with a cotton lining, no interlining:

	Operating	Finishing
476	60c.	90c.
447	70	\$1.00 satin lined
492	75	1.15
503	75	1.30
441	70	1.20
134	70	1.10

Basting foundation on any plush or caracul coats 20c. extra for finishing.

	Operating	Finishing
532	75	1.10
132	70	1.30
440	75	1.10
505	75	1.10

For the same coats Meyer Vessel now wants to pay the same prices as Weinstein Brothers. Mr. Leader, the manager of Local No. 17, who was invited to accompany us on a visit to this firm, was convinced that this work is made exactly as that of Weinstein Brothers.

Niven & Co., a firm who up till this season employed 60 machines on plush and caracul only, paid our members prices enabling them to make a decent living. Their cheapest caracul coat was paid 70c. for operating and 95c. for finishing, not including basting ornaments or buttons. Their cheapest prices for a size of 12 caracul coat was 65c. for operating and 75c. for finishing. Their cheapest plush coat was 80c. for operating and 95c. for finishing for linings only, no basting and no buttons. The

latter was made by basters and button sewers. This firm claimed that they are forced to go out of business, unless we will allow them to sew linings by machine, and settle the same prices as Local No. 17. For this reason we had this shop 13 weeks on strike, refusing to concede their demands and were finally forced to give in, allowing them to do what they pleased, reducing the price from \$2.00 for the cheapest coat for operating and finishing to 35c. or 40c. for operating and 10c. or 15c. for finishing. These prices this firm offers to give us now.

Here is another instance where our members are forced to starve, because they refuse to work for starvation prices.

Greenberg Brothers, of 120 Wooster street, a shop under the control of the Joint Board, asked the down-town office to settle prices on plush and caracul. When our price committee demanded a price, the same as paid by Meyer Vessel and other firms under our control, he refused to settle prices, and ordered 4,000 coats from the West End Cloak Company of 100 Greene Street, a shop controlled by Local 17, where the following prices were settled: No. 800, plush sizes 32 to 44, operating 32c.; finishing, 3c., and button sewing 1c.; No. 608, chinchilla, the same sizes, operating, 22c.; finishing, 3c.; No. 602, chinchilla, smaller sizes, operating 18c. and finishing 3c.

Edelson & Shapiro of 145 Greene Street, a shop controlled by Local 17, settled the following prices on cloth coats, with the aid of a committee of their local.

	Operating	Operating	Operating
702	40c.	761	65c.
705	47c.	721	55c.
730	58c.	704	42c.
746	58c.	733	62c.
722	55c.	709	35c.
751	48c.	736	65c.

All coats for finishing, 7c.; all coats are from 38 to 54 inches long, single stitched and double stitched. The coat settled for 62c. and 65c. for operating would fetch in our shops more than double the price.

Marks and Co., of 96 Canal St., always complains that he cannot be in the market because Edelson & Shapiro is his main competitor. The cheapest cloth coat settled is No. 154, operating, 60c.; finishing, 20c.; No. 118, operating, 70c.; finishing, 20c.; No. 136, operating, 75c.; finishing, 20c.; No. 132, operating, 65c.; finishing, 20c. All these coats are the plainest, single stitched, 1 or 2 pockets, un-

lined. This is about the cheapest line of work in the market.

Hongsberg & Albert, 361 Canal St., who were making this cheap jobbing line of coats, were forced to give up business, because, they claim, having been foolish enough not to sign with Local No. 17. Their line of work was children and misses cloaks. Our prices settled with them were No. 80^c, the cheapest coat in the house, 65^c for operating and 20^c. for finishing, up to No. 70^d, which is \$1.00 for operating and 25^c. for finishing.

We at present control a shop whose specialty is reefers, only sizes 8 to 14, as at D. Feld, of 38 E. Broadway, where a coat size 8, lot 200, fetches for operating 40^c. and finishing 20^c. and some coats ranging up from \$1.10 for operating and 55^c. for finishing. The enclosed price list will prove same; also Milbaur, of 41 Broome St., a shop controlled by us, the cheapest children's coat is \$1.00. We settled for operating, 55^c. and 60^c. and finishing, 20^c. to 30^c., as the enclosed list will show.

We ask the grievance committee to take these things into consideration and to give their proper decision, in order to protect the trade.

Saul Metz, H. Wagner, M. Stelzer, F. Rosenberg, M. J. Ashpis, Local No. 1.

Resolution No. 49

Whereas, the Boston convention has resolved to change the charter of Local No. 17 to read "Infant and Reefer Operators Union," and

Whereas, the G. E. B. has hitherto not carried out that resolution, be it therefore

Resolved, to instruct the incoming G. E. B. to carry out that resolution within thirty days after this convention and to order the Joint Board of New York to appoint a committee on or before July 1, 1912, to classify the shops and that those employees engaged on cloaks shall belong to Local No. 1, while those working as infant and reefer operators shall belong to Local No. 17, and be it further

Resolved, that in the event of Local No. 17 refusing to transfer the shops not under its jurisdiction to Local No. 1, the G. E. B. shall be empowered to revoke the charter of said local.

S. Metz, S. Stelzer, F. Rosenberg, S. Slotchin, H. Wagner, Local No. 1.

The majority report of the committee is:

Having heard the charges of Locals Nos. 1 and 9 against Local No. 17 and also the report of the special committee appointed by the last G. E. B. which investigated 20 shops

making ladies' cloaks and 3 manufacturing children's reefers exclusively, the committee therefore recommends that the charter of Local No. 17 be changed to read: "Infant and Reefer Operators Union Local No. 17" and that the other members of Local No. 17, who are not such operators, shall join their respective crafts, and be it further resolved, that the incoming G. E. B. shall enforce this not later than July 30, 1912.

The minority report of the committee is that "All those who are not reefer operators shall be referred to their respective locals."

After a lengthy discussion, in which Delegates Leader, Glickman, Goldofsky and Wagner participated, it was decided to adjourn the debate until Wednesday. Convention adjourned at 6 P. M.

Wednesday, June 12, Morning Session

President Rosenberg in chair.

Upon motion agreed that roll call and reading of minutes be dispensed with.

The following telegrams were read:

New York, June 12, 1912.

To the 11th Convention of the I. L. G. W. U., Labor Temple, Toronto, Can.

Information indorsing general strike of the Ladies' Waist and Dressmakers received. The workers were anxious to take up the fight for better conditions in their trade. The support of the International Union assures, beyond doubt, a successful outcome of the impending fight. Success in your further deliberations.

Ladies Waist & Dressmakers Union,
Local No. 25

New York, June 12, 1912.

To the 11th Convention of the I. L. G. W. U., Labor Temple, Toronto, Can.

Local No. 68 most emphatically protest against the revocation of their charter, and request the convention not to do anything which may lead to the dissolution of their organization.

Cloak & Skirt Pressers Union,
Local No. 68

Delegate Dyche moved the reconsideration of Amendment 56 to Article 19, Section 6. This having been carried, it was agreed to omit the words "involved in strikes." The section as amended to read as follows:

"No local union shall have the right to make any payments out of its regular revenue, such as dues, initiation fee, fines or assessments for

any other purpose except the regular expenditure of the union or any strike benefits, or donations to other labor organizations. Donations and contributions for other purposes outside of those specified above must be raised either by voluntary contributions or by the creation of a special fund by the local union. Any treasurer or financial secretary or other officers making payments in violation of this rule shall be subject to legal prosecution."

John A. Dyche, J. Abramsky, Local No. 23;
Reuben Bernstein, Local No. 9.

Concurred in.

The debate on the appeal and Grievance Committee Report relative to Local No. 17 was resumed.

After a lengthy discussion, in which Delegates Polakoff, Jacobinsky, Leader, Metz, Wagner, Schlesinger and Attorney Meyer London participated, it was moved and seconded that the minority report of the committee, namely, "All those who are not reefer operators shall be transferred to their respective locals," be concurred in, and on a roll call 68 voted in favor and 35 opposed the motion.

Ayes: M. Ashpis, A. Axelrod, N. Leventhal, S. Metz, S. Ringer, A. Rosenberg, M. Stelzer, Harry Wagner, Simon Zlotchin, Max Amdur, David Cohen, Reuben Bernstein, Luigi Casato, Aldo Cursi, Morris Deitch, Philip Greifer, J. Halpern, M. Kushner, Sam Lefkowitz, A. Mitchell, Salvatore Ninfo, Meyer Palefsky, Solomon Polakoff, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, I. M. Lapidus, S. Reitzin, Barnett Levitt, David Shapiro, Jacob M. Singer, Morris Goldman, Max Albert, Max Brodfield, Frank Comunale, Jacob Kaplan, Meyer Perlstein, Harry Wandler, Abr. Baroff, Miss Clara Lemlich, Elias Reisberg, Sam Spivack, Benj. Witashkin, Rosaline Boungiovanni, Morris Goldovsky, B. Greenko, J. Kinbarovsky, J. Limanovsky, Abraham Shavelson, Morris Sigman, Sam Teichman, J. Braslavsky, Harry Klein, Harry Berkowitz, Harry Dubinsky, Louis Lauffer, Max Lubow, Morris J. Cohen, Meyer Rosenberg, Joe Kaplan, Jacob Glickman, Abraham Kirzner, H. Altman, Abraham Groban, Emma Betz, Isidore Sheff.

Nays: M. Grishkan, Jacob Katz, Charles Beaver, Jesse P. Cohen, Isadore Epstein, Samuel Martin, John F. Pieret, John C. Ryan, H. Salutin, Max Cohen, Isaac Fabricant, Morris Jacobinsky, Daniel Nianewitz, Abraham Sherer, Joseph Abramsky, John A. Dyche, Geo. Wijnak, Sigmund, Haiman, S. N. Rosen-

berg, Sam Schwartz, Miss Margaret Casey, Miss Florence O'Connor, S. Labensohn, Abraham Steinberg, Ab. Churgin, Samuel Glassman, Miss Myrtle Parsons, James Law, Douglas Webb, Louis Galinsky, Anna McGinty, Joseph Welkofsky.

Delegate Berkowitz for the Grievance Committee.

Resolution No. 50

Whereas, the Ladies' Tailors and Dressmakers Union Local No. 38, at their last general strike abolished the piece work system and established Saturday work till one (1) P. M., and

Whereas, in all the department stores of the City of New York, especially those where exclusively ladies' tailors are employed, work is operated under the piece work basis and Saturday all day, and'

Whereas, only a very small number of stores are controlled by the Joint Board, and

Whereas, as long as all the department stores are working under the piece work basis and Saturday all day, our shops, working under the week work system and Saturday till 1 P. M., are endangered thereby, be it therefore

Resolved, that all the department stores where exclusively ladies' tailoring work is operated be transferred to the jurisdiction and control of Local No. 38.

S. Rosman, George Slatin, M. Spivak, J. Goldstein, Thos. Kratina, A. Solovioff, Local No. 38.

The committee recommended that after Local No. 38 has been under the supervision of the G. E. B. for 6 months, this resolution shall be referred to the Board to find ways and means to put matters in right shape.

Upon motion the recommendation of the committee was rejected and a motion carried, to give jurisdiction to Local No. 38 in accordance with the terms of the above resolution as soon as the affairs of the Local have been brought into proper shape by the G. E. B.

J. Katz for the Organization Committee.

Resolution No. 51

Whereas, all efforts to better the conditions of the workers in our trade will be in vain so long as we will not get at the root of the evils, and

Whereas, the mother of all evils is competition between the workers themselves and we cannot do away with such competition so

long as the labor market is overflowed, and

Whereas, we cannot otherwise check this overflow than by shortening and regulating the hours of work according to the demand of the market, and

Whereas, a general strike in any industrial city is not certain of success so long as the manufacturers involved in that particular city are able to find other laboring markets where they can produce their work in localities unaffected by the strike, and

Whereas, it is the aim of the I. L. G. W. U. to effectively use the class consciousness of its members throughout the North American continent in order to unionize the workers and eventually secure to them their full rights, be it therefore

Resolved, that this eleventh convention goes on record as favoring an agitation for a universal eight-hour day's work in all branches of the ladies' garment industry, and be it further

Resolved, that for the purpose of carrying on such an agitation a special assessment of 10 cents should be levied on every member of the International Union, which fund shall not be used for any other purpose but for the eight-hour day agitation.

The committee reported favorably.

Upon motion the entire subject was referred to the incoming General Executive Board.

Resolution No. 52

Whereas, the members of the I. L. G. W. U. are working for any wages that are offered them, be it

Resolved, to adopt a uniform scale of wages for all branches of the trade.

• E. Schechtman, E. Betz, J. B. Cincinnati.

The committee recommends that through the Bureau of Investigation referred to in a previous recommendation the incoming G. E. B. shall compile a report to the next convention in regard to wages and various other conditions and if necessary the next convention shall devise ways and means of reaching a uniform scale of wages for all workers in all branches of the ladies' garment trade. Concurred in.

Resolution No. 53

Whereas, Local No. 90, Buffalo; Local No. 30, Albany, Local No. 60, Troy, N. Y., and the adjacent localities of Schenectady, Gloversville, Woodsville, demand organizers, and

Whereas, Local No. 32, Peekskill and Poughkeepsie, N. Y., where forty girls, working in one shop, keep up the Union and claim

that if the International Officers were to make any attempt to organize the rest of the workers in Peekskill and vicinity, they would easily meet with success, therefore be it

Resolved, to instruct the incoming G. E. B. to send two organizers, a woman and a man, to that territory for three months.

The committee reported favorably. Carried.

Resolution No. 54

Whereas, the headquarters of the International Ladies' Garment Workers Union is too remote to give prompt service at the opportune time in the West, be it

Resolved, to establish a branch of the I. L. G. W. U. in the Western States.

E. Schechtman, E. Betz, J. B. Cincinnati.

In view of similar resolutions from Chicago, Local No. 71, and Detroit, Mich., Local No. 95, the committee recommends to establish a branch of the I. L. G. W. U. in Chicago, at an expense not exceeding \$100.00 per week, under the management of an organizer appointed by the G. E. B.

Upon motion the recommendation of the committee was carried by 37 for and 18 against.

The meeting adjourned at 12:45 P. M.

Wednesday, June 12, Afternoon Session

President Rosenberg in chair.

Roll call, absentees: Reuben Bernstein, Aldo Cursi, Samuel Chancer, Joseph Elkin, Max Finkelstein, J. Kivenco, David Shapiro, Meyer Perlstein, George Wishnak, M. Sigman, S. Haiman, Morris Goldofsky, J. Kimbarofsky, Harry Lubinsky, J. Braslover, Louis Kalis, S. Labensohn, Louis Lauffer, Max Lerner, M. Shuster, Myrtle Parsons, Paul Westerville, Douglas Webb, John Baka, A. Madow, Louis Galinsky, H. Altman, Abraham Groban, Louis Cohen, Anna McGinty, Sam Berman, Joe Creas.

Upon motion agreed to remain in session until the business of the convention is completed.

Delegate Kata for the Organization Committee.

Regarding that part of the President's report referring to the organizing of the Corset Workers in the New England States, the committee recommends that the incoming G. E. B. shall call a meeting to discuss this particular question and to find ways and means to organize this craft. The committee further recommends that only such organizers who have

had some experience in this trade should be engaged. Referred to the G. E. B.

Resolution No. 55

Whereas, about 75 per cent. of the ladies' garment workers are still unorganized, and

Whereas, this unorganized mass is a standing menace to the organized workers in our trade, tending to reduce their standard of living established after our general strike, and

Whereas, from the industrial standpoint both men's and women's garment trades are very close to each other, therefore be it

Resolved, that the incoming General Executive Board be instructed to call a conference with the officials of the United Garment Workers of America to draw up plans to form, if possible, one International Union of these two departments of the needle trade.

S. Polakoff, Local No. 9.

A similar resolution signed by Delegates Metz, Stelzer, Axelrod, B. Fried, H. Wagner, Slotchin and Rosenberg, of Local No. 1, was also referred to the committee.

The committee recommends the acceptance of the above resolution. Concurred in.

Resolution No. 56

Whereas, the existence of Local No. 11 of Brooklyn is not in accordance with Article 13, Section 4, of our Constitution, as locals of crafts controlled by Local No. 11 have long since been established in New York City, and these locals now enjoy a prosperous existence, and

Whereas, Brooklyn is a part of the City of New York and no two locals of the same craft may exist in one city, and

Whereas, practical and material necessities demand that Local No. 11 be absorbed by the New York locals of the same craft, separation having already proved detrimental to the New York Cloak and Skirt Operators and Finishers, and

Whereas, the unifying of the New York and Brooklyn workers of our craft would do away with jealousies and personal animosities, be it therefore

Resolved, that all the members of Local No. 11 of Brooklyn be transferred into the New York locals of the various crafts which they belong to not later than July 31, 1912.

R. Boungiovanni, Sam Teichman, Morris Goldofsky, B. Greenko, J. Kimbarofsky, J. Limanofsky, A. Shavelson, H. Lubinsky, Morris Sigman, J. Braslover, Local No. 35.

York, was also considered by the committee. After considering the various statements made the committee recommended the rejection of the above resolution on the ground that it has not been proved that Local No. 11 is in any way detrimental to the other members affiliated with the Joint Board of New York.

Motion made and seconded that the report of the committee be accepted. After a lengthy discussion, in which Delegates Finkelstein, Dyche, Barcan and Leader participated, the question of revoking the charter of Local No. 11 was put to a roll call, which resulted in 70 delegates voting for the recommendation of the committee and 25 against.

Ayes: M. J. Ashpis, Abr. Axelrod, S. Metz, Abraham Rosenberg, Harry Wagner, Simon Slotchin, Max Amdur, M. Grishkan, Jacob Katz, David Cohen, Reuben Bernstein, Morris Deitch, Ab. Mitchell, Meyer Palefsky, Solomon Polakoff, Charles Beaver, Jesse P. Cohen, Isidore Epstein, Samuel Martin, John F. Pierce, John C. Ryan, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, Jacob Press, I. M. Lapidus, S. Reitzin, H. Salutin, Max Cohen, Isaac Fabricant, Morris Jacobinsky, Daniel Nisnewitz, Abraham Sherer, Barnett Levitt, David Shapiro, Jacob Singer, Morris Goldman, Max Albert, John A. Dyche, Jacob Kaplan, Harry Wander, Abr. Baroff, Clara Lemlich, Benjamin Witaschkin, Israel Feit, S. N. Rosenberg, Margaret Casey, Florence O'Connor, Harry Klein, Harry Berkowitz, Morris Sirota, S. Labensohn, Louis Laufer, Morris Cohen, Meyer Rosenberg, Meyer Brass, Joe Kaplan, Samuel Glassman, Jacob Glickman, Myrtle Parsons, James Law, Louis Galinsky, Abraham Kirzner, H. Altman, Abraham Groban, Anna McGinty, Joseph Wellkofsky, Emma Betz, Isadore Sheff.

Noes: Nathan Leventhal, Samuel Ringer, Frank Rosenberg, Morris Stelzer, Luigi Casato, Aldo Curai, Philip Greifer, J. Halpern, M. Kushner, Sam Lefkowitz, Salvatore Nino, J. Abramsky, Max Brodfield, Frank Communale, Harry Kleinman, George Wishnak, H. Lieberman, Sam Spivack, R. Boungiovanni, B. Greenko, J. Limanovsky, Morris Sigman, Miss Kaufman, Max Lubow, Abraham Steinberg, Ab. Churgin.

Resolution No. 57

Whereas, the General Executive Board led the general strike of the Cloak and Skirt Makers Union of New York in 1910, and

Resolved, that this convention order a resolution engrossed in gold letters thanking those members of the General Executive Board who took an active part in that movement.

Morris Detch, Local No. 9.

The committee recommended its rejection on the ground that in conducting that strike the G. E. B. simply attended to their ordinary duties and expect no special praise therefor. Concurred in.

Resolution No. 58

Whereas, many of the locals outside of New York have no knowledge or experience of conducting their affairs or their meetings and sometimes endanger their existence and cause needless expense to the organization as a whole, therefore be it

Resolved, that district organizers shall be appointed to attend local meetings not less than once in every six months.

S. Berman, J. B. Albany and Troy.

The committee recommends the acceptance of this resolution. Concurred in.

Resolution No. 59

Whereas, there are in New York State many thousands of unorganized women workers working long hours for deplorable wages, and

Whereas, it is hard to organize the American women workers without a general strike, therefore be it

Resolved, that this convention sanction a general strike for 50 hours of all the combined workers in the trades where the majority are women workers, not later than January, 1913.

H. Klein, Local No. 41; Celia Kaufman, Local No. 62; Morris Sirota, Local No. 50; William Barcas and S. Chancer, Local No. 11; S. Spivack, Local No. 25; R. Reisberg, Local No. 25; B. Levitt, Local No. 20; B. Greenko, Local No. 35; Morris Jacobinsky and Max Cohen, Local No. 17; M. Perlstein, Local No. 23.

The committee recommends that this matter be referred to the incoming General Executive Board. Concurred in.

Resolution No. 60

Whereas, Local No. 52, Amalgamated Ladies' Garment Cutters Union of Philadelphia, has been in existence for over eighteen months and so far has not succeeded in accomplishing anything in the way of improving conditions, shortening hours of labor and increasing the wages of the cloak and suit cutters of that city and

while the working hours reach as high as sixty per week, and

Whereas, the present administration supported by the entire membership is in favor of some steps being taken for the advancement of the welfare of the Union, therefore be it

Resolved, to present general demands to the cloak and suit manufacturers of Philadelphia, to bring the conditions of the cutting trade there up to those now prevailing in New York, and that the Toronto Convention sanction a general strike of the entire trade, if need be, to be called this season, should the manufacturers refuse to grant these demands, and be it further

Resolved, that the incoming General Executive Board shall make special efforts to organize the workers in the cloak and skirt trade of Philadelphia to prepare them for the struggle.

Harry Steinberg, Secretary; Louis Scarf, President, Local No. 53.

The committee recommends that this matter be referred to the incoming General Executive Board. Concurred in.

Resolution No. 61

Whereas, the wrapper and kimono trade is in such a condition as to compel the workers to live with their families below the ordinary human standard of life, causing competition between the employers and also between the employees, and while the cost of living is constantly rising and the earnings of the employees are becoming lower and, as we know from bitter experience, that the effort to do away with the evils of the trade by organizing single shops and fighting individual manufacturers to compel them to pay living wages and grant better conditions must prove useless while the majority of the employers get their work done for next to nothing and thus force the fair employer out of business, and as we have many times applied to the General Executive Board for sanction of a general strike and our request has not been granted, therefore be it

Resolved, by this 11th Convention to endorse a general strike in our trade for 50 hours not later than January, 1913:

H. Klein, Local No. 41.

The committee recommends that this matter be referred to the G. E. B. and, if they find it necessary, to call a strike. Concurred in.

Resolution No. 62

includes finishers, sample makers, piece tailors and alteration hands, and

Whereas, there is a great dissatisfaction among the members of those various branches of which this local is composed, and

Whereas, the number of members of Local No. 9 reaches to about 15,000 and is much too large for one single organization to be managed satisfactorily, therefore be it

Resolved, that the jurisdiction of Local No. 9 be confined to finishers only and that separate charters be issued to the piece tailors, sample makers, as well as the alteration hands.

John A. Dyche, Local No. 23.

The following communication was received from Joseph Shiller, secretary of the sample makers branch:

At a meeting of the cloak and suit sample tailors (week workers) and piece tailors (those making the whole garment), assembled this 29th day of May, 1912, at Clinton Hall, 151 Clinton Street, New York City, the following resolution was passed unanimously and it was decided to forward the same to the 11th Convention of the International Ladies' Garment Workers Union:

Whereas, the present local union, known as Local No. 9, consisting of various branches and of different crafts, cannot have the moral effect and is not in a position to maintain harmony and unity among its members, and

Whereas, we, members in good standing, consisting of sample tailors and piece tailors, are fully aware of the fact that we are within our rights and reason in demanding a local union, therefore be it

Resolved, that we, sample tailors and piece tailors, assembled for the welfare of our organization and our trade, ask the Eleventh Convention of the I. L. G. W. U. to grant us a separate charter.

Joseph Shiller, Secretary.

The majority report of the committee is to reject. The minority report of the committee is to refer this matter to the G. E. B. to work out a plan as to how this local should be divided to meet the satisfaction and consent of all of its members.

Upon motion, the recommendation of the minority to refer the matter to the G. E. B. was accepted.

Resolution No. 63

Whereas, the present system of our industry has led to the manufacturers combining into large organizations of their class, aiming to fight organized labor, and

Whereas, in order to be able to stand our

ground against combined capital, we must use the same methods and ways as our enemies do and make our strikes more effective and the results more successful, therefore be it

Resolved, that all the workers engaged in the making of ladies' garments in their factories, such as cutters, operators, tailors, finishers, examiners, shipping clerks, etc., be eligible as members of the International Ladies' Garment Workers Union.

M. Finkelstein, Local No. 11; A. Sherer and

M. Cohen, Local No. 17.

The committee unanimously rejected this on the ground that we are an International Union of Ladies' Garment Workers. Concurred in.

Resolution No. 64

Whereas, attending the convention of the I. L. G. W. U. entails a large expense for all locals, be it therefore

Resolved, that the I. L. G. W. U. shall pay half of the expenses of the delegates for the next convention.

S. Berman, Joint Board, Albany and Troy.

The majority report of the committee is to reject this resolution. The minority is to accept. The report of the majority was carried.

Resolution No. 65

Whereas, the Cloak pressers outside of New York still work by the piece, and

Whereas, to the best of our ability we must arouse the sentiment in favor of week work for the pressers, and

Whereas, the present piece work system causes one Union man to compete with another, each trying to become the employer's favorite and

Whereas, a piece presser in order to earn more, produces more work than can be done on an ordinary workday, throwing other pressers out of employment by so doing, therefore be it

Resolved, That in all the localities where the International Union has jurisdiction, the sentiment of week work for the pressers be aroused, and corresponding action be taken to achieve this end.

Morris Sigman, Delegate Local No. 25.

The committee recommended that this matter be referred to the General Executive Board which should be instructed to act upon the same as soon as possible. Concurred in.

Resolution No. 66

Whereas, A number of New York manufacturers have adopted a policy of removing their shops to country places in order to escape complying with union conditions, a policy

which, if not strenuously opposed, might do incalculable harm to the locals of New York, which are the backbone of the International Union, therefore be it

Resolved, To instruct the incoming General Executive Board to put forth energetic efforts in co-operation with the New York locals, to organize the shops in all country places around New York and thus do away with the dangerous competition caused thereby to the locals of New York.

(Signed) S. Metz, S. Slotchin, H. Wagner, M. Stelzer, Local No. 1.

The committee recommended that the incoming G. E. B. should take this matter up not later than at the first quarterly meeting. Concurred in.

Resolution No. 67

Whereas, Several requests came in from our Western States that the I. L. G. W. U. have their headquarters out West, and

Whereas, the trade in New York is already organized and the services of the International officers are mostly needed out West, therefore be it

Resolved, That the I. L. G. W. U. move their headquarters from New York to Chicago, which is the centre of the West.

H. Wagner, Local 1.

The committee recommends the rejection of the above resolution. Concurred in.

Resolution No. 68

Whereas, The Boston Locals No. 56, 12 and 73 are not in a position to improve the deplorable conditions prevailing at present, and

Whereas, the Boston Unions are anxiously waiting for the General Office of our International Union to take action to improve the above conditions, be it therefore

Resolved, That the convention instruct the incoming Executive Board to take immediate action to improve the conditions there and that the General Executive Board hold their next meeting in Boston.

H. Dubinsky, Local No. 56.

The committee recommended that the incoming G. E. B. should act upon this matter and it is for the G. E. B. to decide where the next meeting should be held. Concurred in.

Resolution No. 69

Whereas, We, the members of the Cloak and Suit Cutters Union, Local No. 48, of Cincinnati are compelled to work for wages ranging from \$12.00 to \$16.00 per week, and our employment does not last more than eight months in the year and

Whereas, According to these conditions we are unable to meet the high cost of living, and

Whereas, We are preparing to present to our employers a demand for a minimum wage of \$18.00 per week, and are doing all in our power to get support of every member of Locals No. 63, 85 and 98 of our city, be it therefore

Resolved, That this convention also endorse our reasonable demand.

(Signed) Frank Bonsal, President.

Dennis Cronin, Sec'y.

Committee reports that this matter be referred to the incoming G. E. B. Concurred in.

Resolution No. 70

Whereas, For the past two years we have succeeded in organizing in St. Louis 80% of our trade and we would have succeeded in organizing the whole trade and better the conditions of our members if it were not for the fact that some manufacturers went out of business, a thing which does not happen every day, and

Whereas, This has demoralized our members and scared them away from the union and the circumstances are such that only a general move will put things in order, be it therefore

Resolved, To give full power to the General Office to prepare for and call a General Strike in the city of St. Louis whenever they find it necessary. Jacob Glickman, Local No. 78.

The committee recommended that the incoming General Executive Board shall investigate conditions in St. Louis and shall not take any action unless conditions warrant a general move. Concurred in.

Resolution No. 71

Whereas, There are thousands of unorganized cloak makers both in the United States and Canada to the detriment of the welfare of the already organized cloak makers, and

Whereas, There are tens of thousands of unorganized and consequently very much underpaid working women in the ladies' wearing apparel industry who must be organized and in whose behalf no strenuous efforts have been made, and

Whereas, These unorganized women are a danger and hindrance to the betterment of our conditions, therefore be it

Resolved, That this convention instruct the incoming G. E. B. to establish a competent organizing staff and to carry on systematic organizing work, and be it further

Resolved, That the General Executive Board shall follow out these instructions in all speed.

(Signed) M. Lapidus, A. Salutin, L. Berger, S. Reitzen, Local No. 14; J. Wellkofsky, J. B. of Toronto; A. Kirzner, I. Galinsky, Local No. 92; D. Webb, Local No. 83.

The committee recommended that this resolution be referred to the incoming G. E. B. Concurred in.

Resolution No. 72

Whereas, There is a flourishing Ladies' garment industry in the New England States, where thousands of ladies' garment workers are employed, be it therefore

Resolved, That this convention establish a permanent office in Boston as the headquarters of the N. E. States, with an official representative.

Harry Dubinsky, Local 56.

The committee recommends its rejection. Concurred in.

Resolution No. 73

Whereas, Many of our locals have complained that they are being hindered in their organizing work owing to the deliberate introduction by the U. G. W. of A. of their system of section work in the cloak trade, and

Whereas, It has been proven that in many instances this has been done with the approval of the officials of the U. G. W., and

Whereas, We all know that if section work in the cloak trade be allowed to go any further it would mean the gradual ruin and demoralization of the entire cloak industry, therefore be it

Resolved, That we vigorously protest against the action of the U. G. W. of A., and be it further

Resolved, That the incoming G. E. B. shall do all in its power to check this evil.

The committee recommended that this matter be referred to the G. E. B. Concurred in.

Resolution No. 74

Whereas, at the present time the manufacturers of New York are in a position to make their work in the country because the conditions in the country are not as good as in New York, be it therefore

Resolved, That this convention find ways and means to improve the conditions in the country so as to make it not worth while for the employers to make their work outside of New York.

H. Altman, Local No. 95.

The committee recommended that this matter be referred to the General Executive Board. Concurred in.

Resolution No. 75

Whereas, The button hole makers' Union, Local No. 64, comes into frequent friction with Local No. 224 of the United Garment Workers of America, the members of which encroach on our sphere of employment, working under a very low scale of prices, therefore be it

Resolved, To obligate the United Garment Workers of America to transfer all its members working as button-hole makers on cloaks to the I. L. G. W. U., these members to belong to the button hole makers local where such locals exist, otherwise they shall belong to the cloak makers' union of their respective localities.

(Signed) A. Steinberg, Local No. 64.

The committee recommended its rejection on the ground that we have no jurisdiction over those members affiliated with the U. G. W. Concurred in.

Resolution No. 76

Whereas, In cities outside of New York women workers are employed by the week as button hole makers under a very low scale of wages, which has a depressing effect on the button hole trade of New York, therefore be it

Resolved, That wherever shops are being organized out of New York, the button hole makers shall receive the same scale as prevails in New York City, viz.: \$1.20 for cloaks and 80 cents for reefers.

(Signed) A. Steinberg, Local No. 64.

The committee recommended that this matter be referred to the G. E. B. Concurred in.

Delegate Epstein for the Resolution Committee.

Resolution No. 77

Whereas, there is a constant demand from our locals all over the country for organizers and agitators to organize the unorganized; also to strengthen the weak locals with the assistance of competent organizers, and

Whereas, Many of our local unions are located in different parts of the United States and have never been visited by an International officer due to lack of funds to cover their expenses, therefore be it

Resolved, That the 11th convention of the I. L. G. W. U., assembled at Toronto, Canada, increase the Per Capita from 2½ cents per week to 3 cents, so as to enable the General officers to cover the entire country where ladies' garments are produced.

A. Rosenberg, Delegate, Local No. 1.

Committee recommended its rejection since this matter has already been referred to the G. E. B. by the law committee. Concurred in.

Resolution No. 78

Whereas, Clarence S. Darrow has been a consistent champion of the rights of the working class, and

Whereas, There is a conspiracy on the part of the capitalistic interests to destroy organized labor, and

Whereas, Organized labor has faith in the integrity and honor of Clarence S. Darrow and believes that Darrow is incapable of the offense with which he is charged, be it therefore

Resolved, That the convention of the I. L. G. W. U. express its confidence in the innocence of Clarence Darrow, and be it further

Resolved, That we call upon our local unions and our members to aid Darrow in his fight for his liberty and for his reputation.

The committee recommended its acceptance. Concurred in.

Resolution No. 79

Whereas, Clarence Darrow, who has been one of the best friends of organized labor in the U. S., and for many years has defended the organized workers in the courts against fierce attacks on the part of the capitalists, is now on trial at Los Angeles, Cal., and his resources to enable him to make a thorough defense and to prove his innocence have been exhausted, therefore be it

Resolved, That this convention donate \$100. towards his defense fund.

Max Albert, Delegate, Local No. 23.

The committee recommended its rejection. Concurred in.

Resolution No. 80

Whereas, The President of the I. L. G. W. U. receives a salary which is less than that of some of our business agents, therefore be it

Resolved, That the salary of the President be increased to \$2,000 per year.

Morris Deitch, Local No. 9.

The majority of the committee recommended its rejection. The minority report is that the salary of the President shall be \$35.00 per week. The report of the minority was carried.

Resolution No. 81

Whereas, The General Secretary-Treasurer receives a salary which is less than that of our Local secretaries, and

Whereas, His work is the most responsible and arduous in our International Union, therefore be it

Resolved, That the salary of the General Secretary-Treasurer be increased to \$2,000.00 per year.

Morris Deitch, Local No. 9.

The committee recommended its adoption. Concurred in.

Resolution No. 82

Whereas, In accordance with a decision of the Boston convention the General Executive Board were the leaders of the General Strike of the cloak makers' union in New York and have brought it to a successful end, therefore be it

Resolved, That all these members of the Board who took an active part in the aforementioned strike should be awarded a gold medal.

The committee recommended its rejection on the ground that the officers of the International Body are not expected to work for the interests of its members with any hope of reward in the form of a medal.

Delegate Emma Betz for the Finance Committee.

We, the undersigned Finance Committee, appointed by the President to audit the accounts of the General Office, have examined the books, accounts and all other documents relating to the financial transaction of the International Union, beginning May 1st, 1910, to April 30, 1912, and find them to be correct.

The books show that the International Union has a debt of \$4,680.70 and the sum of \$319.30 in the treasury.

Receipts for monthly journal.	\$1,651.17
Expenditures.....	7,515.42

Deficit..... \$5,864.25

Emma Betz, S. N. Rosenberg, H. Altman, Morris Deitch, Reuben Bernstein, J. Abramsky.

The Finance Committee further recommended that the G. S. T. shall be presented with a gold medal as a token of appreciation of his valuable services rendered to the International Union during his term of office.

Upon motion the report of the committee was accepted with the exception of that part relating to the Gold Medal.

Nominations and election of officers was then proceeded with.

Counselors L. A. Katz and Meyer London, and Delegate Schlesinger were appointed tellers.

Delegate J. P. Cohen of Local No. 10, placed in nomination Abraham Rosenberg as President. There being only one nominee for the office of President, the General Secretary-Treasurer was instructed to cast one ballot for Delegate Abraham Rosenberg. Gen. Secretary-Treasurer complied with instructions and declared Delegate Rosenberg duly elected as General President for the ensuing term.

Delegate Morris Deitch of Local No. 9 placed in nomination John A. Dyche for the office of General Secretary-Treasurer for the ensuing term.

There being only one nominee, the General Secretary was instructed to cast one ballot for himself, and was declared duly elected.

Nominations for the office of First Vice-President were then taken.

Delegates Polakoff and Pierce were nominated.

The vote by ballot was then proceeded with which resulted as follows: S. Polakoff, 58 votes; J. Pierce, 49 votes.

President Rosenberg then declared S. Polakoff duly elected as First Vice-President for the ensuing term.

Election for six Vice-Presidents for the City of New York was then proceeded with. The following were nominated:

J. Pierce, Morris Sigman, A. Mitchell, S. Slotchin, Geo. Wishnak, B. Witashkin, Luigi Casato, Harry Kleinman, Aldo Cursi, Sam Martin, S. Lefkowitz, A. Baroff, John Ryan, Meyer Perlstein, Isidore Epstein, I. Sheff, Salvatore Ninfo. Delegates: G. Wishnak, J. Pierce, Aldo Cursi, Sam Martin, A. Baroff, John Ryan, M. Perlstein and I. Epstein declined.

General Secretary-Treasurer declared the vote as follows: Morris Sigman, 82; S. Lefkowitz, 65; Harry Kleinman, 60; B. Witashkin, 57; A. Mitchell, 50; S. Slotchin, 50; L. Cassato, 37; I. Sheff, 37; Salvatore Ninfo, 26.

President Rosenberg declared Delegates Sigman, Lefkowitz, Kleinman, Witashkin, Mitchell, and Slotchin elected as Vice-Presidents for the city of New York.

For members of the G. E. B. outside of New York the following were nominated: H. Berkowitz and I. S. Feit of Cleveland, M. Lapidus and J. Welkofsky of Toronto, Harry Dubinsky of Boston, Morris J. Cohen and

Meyer Rosenberg of Toledo, David Cohen of Baltimore, Max Amdur and J. Katz of Philadelphia, J. Glickman of St. Louis, and H. Strassburg of Chicago. Delegates Glickman, Meyer Rosenberg and J. Welkofsky declined.

General Secretary-Treasurer declared the result of the ballots as follows:

J. Lapidus, 79; Harry Dubinsky, 74; I. S. Feit, 65; Max Amdur, 58; H. Strassburg, 55; David Cohen, 53; Morris J. Cohen, 46; J. Katz, 46; Harry Berkowitz, 35.

President Rosenberg declared the following elected as Vice-Presidents for the ensuing term: J. Lapidus, Harry Dubinsky, I. S. Feit, Max Amdur, H. Strassburg and D. Cohen.

For delegates to the American Federation of Labor Convention the following were nominated: A. Baroff, M. Rosenberg, William Barcan, A. Rosenberg, Aldo Cursi, John A. Dyche, Harry Dubinsky, S. N. Rosenberg; delegate A. Baroff declined.

General Secretary Treasurer declared the vote as follows: John A. Dyche, 53; A. Rosenberg, 52; M. Rosenberg, 52; Aldo Cursi, 44; W. Barcan, 22; S. N. Rosenberg, 26; and Harry Dubinsky, 17.

President Rosenberg declared the following elected as delegates to the next Convention of the American Federation of Labor: John A. Dyche, A. Rosenberg, M. Rosenberg, Aldo Cursi.

President Rosenberg appointed Delegates I. Sheff, Joint Board of New York, J. Halpern, Local No. 9, and J. Pierce, Local No. 10, to serve on a committee to devise ways and means for conducting a General Strike of the Ladies' Waist Makers of New York, and also of Local No. 20, Raincoat Makers of New York.

President Rosenberg then called upon Delegate Schlesinger to install the newly elected officers. In installing the officers Delegate Schlesinger congratulated the International Union upon the unprecedented progress made within the past two years. He had never dreamt that such progress was possible within such a short time. He hoped that the newly-elected officers would acquit themselves with credit and would perform the duties of their office working for the cause of unionism with all their heart and soul.

The convention concluded at 8 P. M. with speeches by President Rosenberg, General Secretary Dyche and Counselor Meyer London which were greeted with great enthusiasm.

180	10	180	2	1	1	1	5	1
350	150	200	200	500	5	3	500	300
24	4	28	28	28	18-20%	6	18-20%	6
58	45	13	58	4	1	1	22	1
142	100	37	205	242	4	3	50	40
410	58	58	410	468	10	10	468	468
195	25	170	195	195	1	1	1	1
450	10	160	170	450	1	1	1	1
12	158	10	160	170	2	1	33	33
600	100	700	700	10	10	10	53	53
36	150	186	186	186	1	1	186	186
50	30	80	80	80	2	2	65	65
81	22	1	102	103	5	2	25	40
25	6	31	31	31	2	1	31	31
30	270	100	100	100	2	1	1,300	600
69	69	69	69	69	1	1	1	1
27	46	15	58	73	1	1	200	250
16	14	2	16	16	1	1	1	1
20	20	20	20	20	1	1	8	7
23	4	27	27	27	1	1	10	5
165	13	152	165	165	5	3	100	100
57	18	40	35	75	1	1	45	45
60	40	20	60	60	3	3	40	25
82	12	25	69	94	1	1	16	14
50	10	10	53	60	1	1	1	1
31	4	25	25	25	1	1	2	1
65	12	77	77	77	1	1	1	1

			10.00	10.00
Year Reduction of Hours in One Shop to 10	3	41.00	25.00	
Amount Gained More than by Reduction	... ...	5,000.00	100.00	
				Prohibited from interfering with strike breakers
		100.00	4,000.00	2
100.00	2	2.00	21.00	10.00
			250.00	60.00
Improvement	...			
Reduction of Hours Gain in Wages; Recor- d of Committee	... ...	1	112.00	21.00
1,000.00			160.00	400.00
Recognition of Dele- gates to Wage Committee to Work Week	... ...		5.00	35.00
215.00			190.00	1,916.00
Organization and Better Conditions	... ...	605.00	25.00	
for Over- all Better Conditions	... ...	204.00	20.00	
Conditions	18.00	General Improvement	1	
			44.00	11.00
			150.00	250.00
			100.00	200.00
Amount of Union Gains	150.00	Gains as with Strike When we are Well Organized	116.00	45.00
Costs, Losses etc.	17.00		2.00	
			1.00	
			2,742.00	112.00
4,000.00	1			
Saturday Half Holiday in I Show Increase in Wages	... ...		
207.00	...	160.00		
61.00	...	20.00		
Partial Recognition of the Union	4	100.00		
Committee	11.00	1		
500.00	Collective Bargaining Improving Wages	3		
110.00	Against Distribut- ion of Leaflets No Meeting	1		
			390.00	7.00
			150.	1.00

11TH CONV.
JUNE 3-12, 1912

REPORT and PROCEE

ELEVENTH CONVENT

OF THE

★ International
Ladies' Garment Work
Union

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ASTOR, LENOX AND
TILDEN FOUNDATIONS



TORONTO, CANADA

JUNE THIRD TO TWELFTH

NINETEEN HUNDRED AND TWELVE

Report and Proceedings of the Eleventh Convention of the International Ladies' Garment Workers Union

Held at Labor Temple, Toronto, Canada, June 3d to June 12th, 1912

Monday, June 3d.—Morning Session

President Rosenberg called the convention to order at 10 A. M.

The president after having appointed as Sergeant-at-Arms, Brother Berger of No. 14, and Brother Rubin Bernstein of Local No. 9 as the Assistant Sergeant-at-Arms, called upon Bro. Bancroft, the Vice-President of the Trade and Labor Congress of Canada to address the convention.

Brother Bancroft said, in part, that it was an honor to welcome the delegates of the International Ladies' Garment Workers Union of America in the name of the Trade Union Movement and on behalf of the Trades and Labor Congress of the Dominion of Canada. The convention was evidence that boundaries, as far as the working class is concerned, do not exist.

As an international organization with an international jurisdiction on the North American continent, he welcomed them to Toronto in the most hearty fashion. They recognized that among the best fighting forces of trade unionism in America they must number the International Ladies' Garment Workers' Union of America. He firmly hoped that before the convention adjourned the International Ladies' Garment Workers' Union would do what practically all international organizations were doing—affiliate their Canadian membership with the Trades and Labor Congress of Canada, and pay the per capita tax from international headquarters.

In the Dominion of Canada all the labor organizations, with one or two exceptions, were affiliated with the American Federation of Labor, but they also have parliaments that are national in their scope and jurisdiction, the laws of which do not reach across the

boundary line into the United States. Therefore, it was absolutely necessary for them to have a national organization for legislative purposes, and the Trades and Labor Congress is doing the same work in the Dominion of Canada as the Federation of Labor is doing in the United States. It is absolutely necessary that everybody should be affiliated with the American Federation of Labor for legislative purposes in the United States. It is just as much necessary that the workers in Canada should be affiliated with the Trades and Labor Congress of Canada for the same object.

The Trades and Labor Congress have over 69,000 paying members, representing indirectly over 160,000 workers in Canada. They are always ready to help in any industrial warfare in this country, and to take those industrial battles to the floor of the legislative assemblies in the interests of the workers of Canada.

The capitalists of the Dominion of Canada are not too happy in their ideas of what an international organization ought to be. The employers here are something like the employers of the United States. The organization they would like to see is the organization that never does anything, never calls a strike, never has any trouble, and, as Mr. Dooley said, "Ain't two members." But they are not getting it. They have a strong, vigorous and young trade movement in this country that is going to make the trade union movement in the United States keep time with the workers of Canada.

Within the last few years the politicians through the Senate tried repeatedly to pass legislation in Canada making it a criminal

offence for an international officer from the United States to cross the line and interfere or give advice in any dispute in which the workers of this country were involved. But the workers have succeeded thoroughly in preventing the employers and politicians from passing any such legislation.

They, the workers, were coming to the conclusion that the proper course to pursue was to send their own representatives to the legislative assemblies. "We have international officers, we have business agents," proceeded Brother Bancroft, "and business agents are generally much maligned by other people. A business agent is not a man who smokes cigars and sleeps in an armchair and does nothing. A business agent and an international officer is a man who has served the working class in occupying one of the most thankless positions that any one can fill in the present state of society. He is criticized by his own people. He does not expect thanks. He makes a fight because of principle and that principle is the thorough emancipation from economic slavery of the working class of the world. If we have confidence enough to allow an international officer to face the lawyers of the employers' organizations and make agreements for us which we will abide by, if we have confidence enough in a local president or a business agent to obey their orders during industrial warfare which often results in success, isn't it in the absolute interests of the workers to send these representatives to the floor of our assemblies?"

Brother Bancroft further pointed out that the Convention was being held in the Labor Temple, owned and controlled by the Trades Union Movement of the city and in which no employer or landlord, no grabbing rent man can interfere when organized Labor meets to do business.

The Labor Temples and the doings that occur in them will give to the historian of the future something to write about. It is the pride of the organized workers of Toronto, as well as the Dominion of Canada, that they are able to present a home for Organized Labor to meet in outside of the trammels of the employers.

He believed from what he had seen of the International Ladies' Garment Workers' Union that out of its Trade Union work there will spring a great movement that will bring salvation to the working class in the way of freedom from industrial slavery and in that

movement the International Ladies' Garment Workers' Union will be in the forefront.

Brother Bancroft urged on the convention that in the battles to come they must always present a solid organization to the employers.

The president called on Brother Simpson, a former secretary of the Trade and Labor Council of Toronto to address the convention.

Brother Simpson said, in part, that he had been asked by the officers of the Council to present to the delegates to this convention their very hearty welcome to the City of Toronto. Toronto has been called the Convention City of the Dominion of Canada, and he was pleased to think that the members of the Ladies' Garment Workers' Union decided to pay a visit to this rather charming city upon the North American continent.

The Trades and Labor Council of Toronto has been active in promoting the best interests of the organized workers. It has been keeping a watchful eye upon the legislative interests of the wage-earners, and has done many things for the general uplifting of the working classes.

The recent lock-out of the cloakmakers by the T. Eaton Co., and the sympathetic strike of the garment-makers of the city of Toronto will be a valuable contribution to the general labor movement of Toronto in years to come. It has given the organized workers of the city a lesson in working towards solidarity. It has given a lesson to the workers of the city of Toronto in loyalty to the trades union movement against the most adverse circumstances that the organized workers can face. When a union, small as it is in numbers, would face one of the most gigantic corporations in this country and in defiance of the power of such a corporation could go out on strike because there is some fundamental principle or right involved, it puts another peg in this great movement of the organized workers that will tend to its utter emancipation.

The cloakmakers and garment-workers insisted that the principle for which they were fighting should be recognized.

For the first time in the history of the Trades and Labor Council of the city of Toronto the central labor body of that organization took up the fight in sympathy with the cloakmakers to the extent that they took every dollar out of their treasury towards their support so as to morally and financially

help them to win their fight. This marks a new epoch in the history of our movement in the city of Toronto towards that cohesiveness and solidarity that is going to characterize the labor unions all over the Dominion of Canada.

He expressed the pleasure it gave the Trades and Labor Council of Toronto to welcome the delegates to this convention.

The secretary read the following telegrams:

New York, N. Y., June 3, 1912.

Mr. John A. Dyche, Labor Temple, Church St., Toronto.

The members of the Reefer-makers' Union Local 17 send their fraternal greetings to the delegates of the 11th convention. Let the aim of your deliberations be the truth and guided by logic and brotherly love. You will bring cheerfulness into the homes of the thousands who confide in you. We wish you success.—J. Rosen, Secy.

Cleveland, Ohio, June 2, 1912.

Eleventh Convention of I. L. G. W. U., Labor Temple, Toronto.

Many congratulations from the Cloakmakers' Union Local 26.—S. Frankfurt, Secy.

Albany, N. Y., June 3, 1912.

International Ladies' Garment Workers' Union, Labor Temple, Toronto.

Fraternal congratulations; strike and succeed.—Ladies' Tailors' Union, Local 30 of Albany.

Cleveland, Ohio, June 2, 1912.

The Delegates of the Eleventh Convention, Labor Temple, Toronto.

Accept our heartiest congratulations to the eleventh convention. We trust that your work will bring new life and vigor to the entire International union.—Pressers' Union Local 37. Arthur Gans, Secy.

Montreal, June 3, 1912.

International Ladies' Garment Workers' Convention, Labor Temple, Toronto.

Best wishes for your success. Long live organized labor. Hurrah for the social revolution.—Volkszeitung.

New York, June 3, 1912.

11th Convention of I. L. G. W. U., Labor Temple, Toronto, Ont.

Greeting delegates; use your best efforts to promote interests of I. L. G. W. U. and locals individually.—J. Woolf, Local Business Agent.

New York, N. Y., June 3, 1912.

11th Convention of I. L. G. W. U., Labor Temple, Toronto.

Greeting; may you use your best brains for

future progress and success for our members.—Nineteenth Street office. J. Zimmerman.

Philadelphia, Pa., June 3, 1912.

Convention of Int'l. Ladies' Garment Workers' Union, Labor Temple, Toronto, Ont. |

Greeting; we wish you luck in all your undertakings.—Ladies' Shirt Waist Makers' Union Local 15.

New York, N. Y., June 3, 1912.

Convention of International Ladies' Garment Workers, Labor Temple, Toronto.

The united Hebrew trades congratulate and wish you success in enlarging your international union. We wish you still more success for the sake of organized labor.—B. Weinstein, Secy.

The president appointed the following delegates as Credential Committee: Salvatore Ninfo, Local 9; H. Berkowitz, Local 42; Max Amdur, Local 2; Sam Ringer, Local 1; H. Kleinman, Local 23.

The convention adjourned at 11 o'clock.

First Day—Afternoon Session

President Rosenberg in chair.

President Rosenberg introduced Bro. T. W. Todd; organizer of the Cigarmakers' Union of Toronto, who came to extend the good wishes of the Cigarmakers' International Union of the city of Toronto.

In the course of his remarks Brother Todd said that he always told our opponents that we organize men and women into unions to prevent injustice. If we had justice we would never need to organize. It is simply the injustice which compels us to organize. He had pleasure in speaking to the cloak and skirt-makers because he thought it a matter of encouragement for a member of one trade to appear before the members of another trade and tell them of the situation in that particular trade. In the great labor movement it is not a question whether one is a cloakmaker or a cigarmaker; it is a question of the labor movement of which everyone of us is a unit.

"We, the Cigarmakers' Union," said Mr. Todd, "have asked the employers for an increase in prices, due to increased cost of living. We wrote them a letter stating the conditions; they agreed to the proposition we submitted."

There was another reason why he appeared to greet the delegates at our convention. He wanted to impress upon the delegates that they could do a great deal of good in their visit to the city. Let them remember their brothers

the cigarmakers—and help them by not purchasing any goods from the T. Eaton Company. Let them purchase no cigars which do not bear the union label.

It was the sincere wish of the Cigarmakers' Union that our convention shall establish laws which shall be a credit to our International Union, as well as to the great movement of which we all formed a part.

The following telegrams were read and placed on file:

Troy, N. Y., June 3, 1912.
International Ladies' Garment Workers' Convention, Labor Temple, Toronto, Can.

Local No. 68 wishes you harmony, good results and big success in your work.—Victor Smith, Secy.

Toronto, Can., June 3, 1912.
Eleventh Convention, I. L. G. W. U., Labor Temple, Canada.

Arbeiter Ring, Branch 220 of Toronto, greeting delegates to your convention, wishing success, favor working class; remember Socialism.—Herman, Chairman.

Phila., Penn., June 3, 1912.
Labor Temple, Convention I. L. G. W. U., Toronto, Can.

Cloakmakers' Union, Local 2, sends heartiest congratulations and best wishes for successful convention.—Max Sandler, Secy.

New York, June 3, 1912.
International Convention, Labor Temple, Toronto, Can.

We heartily congratulate the delegates of the Eleventh Convention and hope that they will originate years of progress and fraternity for our organization.—Cloak Pressers' Union, Local No. 35.

Cleveland, O., June 2, 1912.
J. A. Dyche, Labor Temple, Toronto, Can.

Many congratulations to the delegates of the eleventh convention of the I. L. G. W. U. We hope your efforts will bring harmony among all members, success to our locals and betterment of conditions. Three cheers for the convention.—Joint Board of Cleveland; Arthur Gans, Secy.

Toronto, June 3, 1912.
I. L. G. W. U. Convention, Labor Temple, Toronto.

Welcome and greetings to the officers and delegates of the eleventh bi-annual convention. May your undaunted courage and determination meet with the greatest success.—Joint Board, Toronto.

Toronto, June 3, 1912:

I. L. G. W. U. Convention, Labor Temple, Toronto.

Accept our heartiest wishes to the officers and delegates for the eleventh bi-annual convention. Stand for the rights of the workers.—The T. Eaton's Strikers, City.

Toronto, June 3, 1912.

I. L. G. W. U. Convention, Labor Temple, Toronto.

Greetings to the officers and delegates at the eleventh bi-annual convention. Wishing you success in the emancipation of labor—Woolhandler, Local No. 92, City.

Toronto, June 3, 1912.

International Ladies' Garment Workers' Union Convention, Labor Temple, Toronto.

A hearty welcome to the officers and delegates assembled at the eleventh convention; wishing you success in future efforts.—Yampolsky, Local No. 14, City.

Toronto, June 3, 1912

Labor Temple, Toronto.

The Dworkin Bros., local representatives of the Jewish Daily "Forward," congratulate all delegates to the eleventh convention of the I. L. G. W. U. You are heartily welcome in our city; wish you the best success in your great work.—Dworkin Bros.

Toronto, June 3, 1912.

I. L. G. W. Union Convention, Labor Temple, Toronto.

Extend a hearty welcome to the officers and delegates of the eleventh bi-annual convention. Stand for the rights of the workers in the face of all.—Gorvin, Local No. 83, City.

New York, June 3, 1912.

Convention, I. L. G. W. U. Toronto.

Heartiest congratulations and well-wishes to the eleventh convention of the International Ladies' Garment Workers' Union from the Raincoatmakers' Union of New York City. Long live the International.—S. Robinson, Secy.

Montreal, Que., June 3, 1912.

Mr. John A. Dyche, Labor Temple, Toronto, Ont.

Cloak and Skirtmakers' Union, Local No. 13 sending heartiest regards, wishing your work may unite all the ladies' garment workers under the international banner.—S. Berchatsky, Business Agent.

Montreal, Que., June 3, 1812.

Mr. John Dyche, Labor Temple, Toronto, Ont.

Cloak and Skirt Pressers' Union, Local No. 61, sending regards to delegates of the eleventh convention. May you be successful

in your work to better conditions of the wage-earner.—S. Bershatsky, Business Agent.

New York, June 3, 1912.

I. L. G. W. U. Convention, Labor Temple, Toronto, Ont.

Accept my heartiest congratulations to your eleventh bi-annual convention. Yours for success.—J. L. Banach, Fin. Secy. Ladies' Tailors of New York, Local 38.

Toronto, June 3, 1912.

I. L. G. W. U. Convention, Labor Temple, Toronto.

Heartiest greeting to the officers and delegates of the eleventh convention. Wishing you success.—Max Gold, Toronto.

New York, June 3, 1912.

I. L. G. W. U., Labor Temple, Toronto.

Our greetings to your eleventh convention. Wish you success in the great work you are engaged in.—S. Prisant, S. Nour, ex-members of Cleveland Joint Board.

New York, June 3, 1912.

John A. Dyche, Convention, I. L. G. W. U., Labor Temple, Toronto, Ont.

Officers of the East Side District Cloakmakers' Union send heartiest congratulations and best wishes for successful convention.

Toronto, June 3, 1912.

Convention, Ladies' Garment Workers, Labor Temple, Toronto.

Accept our heartiest congratulations to the eleventh annual convention. May your work prove a success.—Jewish Local Socialist Federation of Canada.

New York, June 3, 1912.

Convention, International Ladies' Garment Workers, Labor Temple, Toronto.

Do not divide our strength. Our masters are doing that. Unite our forces to fight our common enemy. Wish you success in all deliberations.—Cloak and Suit Tailors, Union Local, No. 9; A. Guyer, Secy.

New York, June 3, 1912.

Eleventh Annual Convention, I. L. G. W. U., Labor Temple, Toronto, Ont.

Best wishes for a successful convention, trust deliberations may bring new hope and enthusiasm to the workers.—Ladies' Waiter and Dressakers' Union, Local No. 26.

New York, June 3, 1912.

Convention, I. L. G. W. U., Labor Temple, Toronto.

We, the employees of the Juvenile Cloak Co., members Local No. 17, congratulate you on the opening of our convention and trust that your work will be crowned with success to the whole organization.

Upon motion it was agreed to send the following telegram to Ettor and Giovannitti in Lawrence county jail:

"Delegates International Ladies' Garment Workers' Union, assembled at Toronto convention, send greetings of solidarity and protest against groundless charges; pledged to work for your liberation."

Upon motion it was agreed to send the following telegram to Miss Josephine Casey, in jail in Kalamazoo:

"The convention of the International Ladies' Garment Workers' Union, in session at Toronto, congratulate Miss Josephine Casey on her self-sacrifice for the cause, appreciate and heartily sympathize with her in her sufferings in prison under an unjust and cruel judge-made law, and wish her a speedy recovery from the depressing effects of cruel and harsh prison term, hoping that she may soon be enabled to resume active service for trade unionism."

Delegate Ninfo, chairman of the Credential Committee, read the committee's report recommending the seating of the following delegates, their credentials being in order:

June 3, 1912.

To the Eleventh Convention of the I. L. G. W. U.

President and Delegates: Your Committee on Credentials has examined all the credentials and recommends that the following delegates be seated:

Local No. 1, Cloak Operators' Union of New York, eleven delegates: Samuel Ringer, M. J. Ashpis, Saul Metz, B. Fried, Harry Wagner, Abe Axelrod, N. Leventhal, M. Steltzer, S. Zlotchin, F. Rosenberg, Ab. Rosenberg.

Local No. 2, Cloak and Skirtmakers' Union of Philadelphia, Pa., three delegates: Max Amdur, M. Grishkan, Jacob Katz.

Local No. 4, Cloak and Skirtmakers' Union of Baltimore, Md., one delegate: D. Cohen.

Local No. 9, Cloak and Suit Tailors' Union of New York, twelve delegates: Luigi Casato, Salvatore Ninfo, M. Kushner, Ph. Greifer, Solomon Polakoff, Morris Deitch, Aldo Cursi, J. Halpern, Sam Lefkowitz, A. Mitchell, Meyer Palefsky, Reuben Bernstein.

Local No. 10, Amalgamated Ladies' Garment Cutters' Union of New York, six delegates: Jesse P. Cohen, Is. Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Chas. Beaver.

Local No. 11, Cloak and Skirtmakers' Union of Brownsville, N. Y., five delegates: W. Bar-

can, M. Finkelstein, Jos. Elkin, S. Chanser, J. Press.

Local No. 13, Cloak and Skirtmakers' Union of Montreal, Canada, one delegate: T. Jacobs.

Local No. 14, Cloak and Skirtmakers' Union of Toronto, Canada, four delegates: S. Reirzin, I. M. Lapidus, H. Salutin, L. Berget.

Local No. 17, Children Cloak and Reefer Makers' Union of N. Y., five delegates: D. Nisnewitz, M. Cohen, M. Jacobinsky, A. Scherer, I. Fabricant.

Local No. 18, Cloak and Skirt Cutters' Union of Montreal, Canada, one delegate: J. Kivencov.

Local No. 20, Raincoat Makers' Union of New York, three delegates: J. M. Singer, B. Levitt, D. Shapiro.

Local No. 22, Ladies' Garment Workers' of New Haven, Conn., one delegate: Mor. Goldman.

Local No. 23, Skirtmakers' Union of New York, ten delegates; Max Brodfield, George Wishnak, Jos. Abramsky, Jacob Kaplan, Meyer Perlstein, Max Albert, H. Wander, Frank Comunale, Harry Kleinman, John A. Dyche.

Local No. 26, Cloak Makers' Union of Cleveland, O., two delegates; I. S. Feit, S. N. Rosenberg.

Local No. 27, Skirt Makers' Union of Cleveland, O., one delegate: Sam Schwartz.

Local No. 32, Underwear Workers of Peekskill, N. Y., two delegates: Miss Florence O'Connor, Miss Margaret Casey.

Local No. 35, Cloak and Skirt Pressers' Union of New York, ten delegates: Morris Sigman, A. Shavelson, Morris Goldovsky, J. Braslover, B. Greenko, J. Kimbarofsky, J. Limanovsky, R. Boungiovanni, Harry Lubinsky, Sam Teichman.

Local No. 41, Wrapper and Kimona Makers' Union of New York, one delegate: Harry Klein.

Local No. 42, Cloak Cutters' Union of Cleveland, O., one delegate: Harry Berkowitz.

Local No. 50, Misses and Children's Dress Makers' Union of Brownsville, N. Y., one delegate: Mor. Sirota.

Local No. 56, Cloak and Skirtmakers' Union of Boston, Mass., two delegates: Harry Dubinsky, L. Kalis.

Local No. 61, Cloak and Skirt Pressers' Union of Montreal, Can., one delegate: S. Labensohn.

Local No. 62, White Goods Workers' Union of New York, one delegate: Miss C. Kaufman.

Local No. 63, Cloak Makers' Union of Cincinnati, O., one delegate: L. Lauffer.

Local No. 64, Cloak Button Hole Makers' Union of New York, two delegates: Max Lubow, A. Steinberg.

Local No. 67, Cloak and Skirtmakers' Union of Toledo, O., two delegates: Mor. J. Cohen Meyer Rosenberg.

Local No. 68, Cloak and Suit Pressers' Union of Brownsville, N. Y., three delegates: Meyer Brass, Max Lerner, A. Churgin.

Local No. 71, Ladies' Tailors' Union of Chicago, Ill., three delegates: Joe Kaplan, M. Shucter, H. Strasburg.

Local No. 78, Cloak Operators of St. Louis, Mo., two delegates: S. Glassman, Jacob Glickman.

Local No. 82, Corset Workers' Union of Kalamazoo, Mich., two delegates: Myrtle Parsons, Paul Westerville.

Local No. 83, Cloak and Suit Cutters' Union of Toronto, Canada, one delegate: Douglas Webb.

Local No. 90, Ladies' Garment Workers' Union of Buffalo, N. Y., two delegates: John Baka, A. Madow.

Local No. 92, Cloak and Skirt Pressers' Union of Toronto, Canada, two delegates: Louis Galinsky, Ab. Kirzner.

Local No. 95, Ladies' Garment Workers' Union of Detroit, Mich., one delegate: H. Altman.

Local No. 98, Cloak and Skirt Pressers' Union of Cincinnati, O., one delegate: Ab. Groban.

Local No. 102, Raincoat Makers' Union of Montreal, Canada, one delegate: Louis Cohen.

Joint Board of the Cloak and Skirt Makers' Unions of New York, one delegate: I. Sheff.

Joint Board of the Cloak and Skirt Makers' Unions of Toronto, Canada, one delegate: Jos. Welkofsky.

Joint Board of Albany, N. Y., one delegate: Sam Berman.

Joint Board of Cincinnati, O., one delegate: Emma Betz.

Joint Board of Montreal, Canada, one delegate: Joe Cress.

The committee recommends that these delegates be seated.

We have received a protest against the seating of Brother Morris G. Leader, of Local No. 17, on the ground that he was not a member of his local for six months at the time the election took place, which is contrary to Art. 3, sec. 5 of our International constitution, which reads as follows: "No person shall be eligible for election as a delegate unless he shall have been a member in good standing

of the L. U. or S. L. U. he represents at least six (6) months immediately preceding the date on which said election is held."

The majority report is that Brother Leader be seated without the right of vote; the minority report is that Brother Leader be not seated.

We have also received a protest against the delegates of Local No. 26 for not paying their assessments for the Cleveland strike, which was levied by the committee appointed at the special convention. The majority report is that the delegates be seated and to extend the time of their payment of the assessment not later than September 30, 1912. The names of the delegates are as follows: Clara Lemlich, Sam Spivak, Elias Riseberg, H. Lieberman, A. Baroff, Sigmund Haiman, Benj. Watskkin. Minority report is that delegates shall not be seated.

We have received a credential from the Cloak Operators' Union, Local No. 1, which reads as follows: "We hereby certify that Mr. Herman Grossman was duly elected by our local as honorary delegate from the Cloak Operators' Union, Local No. 1, to the convention which meets in Toronto, Can. (Signed) Samuel J. Ringer, Pres.; P. Kottler, Secy." The committee recommends that the credential be accepted and Brother Grossman be seated without the right of vote.

We have also received a credential from the National Women's Trade Union League for Miss Leonora O'Reilly, as a fraternal delegate. We recommend that Miss O'Reilly be seated without the right of vote.

Respectfully submitted,
 SALVATORE NINFO,
 Chairman.
 HARRY BERKOWITZ,
 MAX AMDUR,
 S. J. RINGER,
 H. KLEINMAN,

Secretary.
 Credential Committee.

Delegate Epstein of Local No. 10 protested against the seating of the delegates in accordance with the amendment to Art. 3, sec. 3, recently adopted by referendum, on the grounds that the amendment was not adopted in a legal manner. Delegates John Pierce, Jesse Cohen, John Ryan of Local No. 10, and B. Katz of Local No. 2, supported Delegate Epstein in his contention.

After some discussion the President put the question to a vote of the delegates, when 76 voted for and 32 against, but this vote was

contested by Delegates Ryan and Martin, who demanded a roll-call. Finally the chairman ordered a roll-call of all the delegates recommended to be seated, which resulted in 83 voting for the recommendation and 28 against.

Ayes:

Samuel Ringer, M. J. Ashpis, Saul Metz, B. Fried, H. Wagner, Abe Axelrod, M. Leventhal, M. Steltzer, S. Zlotchin, F. Rosenberg, Abe Aosenberg, Max Arndur, D. Cohen, Luigi Cassato, Salvatore Ninfo, M. Kushner, Ph. Greifer, Sol. Polakoff, Morris Deitch, Aldo Cursi, J. Halpern, Sam Lefkowitz, A. Mitchell, Meyer Palefsky, Reuben Bernstein, W. Barcan, M. Finkelstein, Jos. Elkin, S. Chanser, J. Press, S. Reitzen, I. M. Lapidus, H. Salutin, L. Berger, J. M. Singer, M. Goldman, Max Brodfeld, Geo. Wishnak, Jos. Abramsky, Jacob Kaplan, Meyer Pearlstein, Max Albert, H. Wander, Frank Comunale, Harry Kleinman, John A. Dyche, I. S. Feit, S. N. Rosenberg, Sam Schwartz, Morris Sigman, A. Shavelson, Morris Goldovsky, J. Braslover, B. Greenko, J. Kimbarovsky, J. Limanovsky, R. Boungiovanni, Harry Lubinsky, S. Teichman, Harry Berkowitz, H. Dubinsky, L. Laufer, Max Lubow, A. Steinberg, Mor. Cohen, Meyer Rosenberg, Meyer Blatt, Max Lerner, A. Churgin, Joe Kaplan, M. Schuster, H. Strassburg, S. Glassman, Jacob Glickman, Douglas Webb, John Baka, A. Madow, Louis Galinsky, A. Kirzner, Ab. Groban, Jos. Welkofsky, I. Sheff, Emma Betz.

Noes:

M. Grishkan, Jacob Katz, Jesse P. Cohen, Isd. Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Chas. Beaver, M. Jacobs, D. Nisnewitz, D. Cohen, M. Jacobinsky, A. Sherer, I. Fabricant, J. Kivenco, B. Levitt, D. Shapiro, Miss Florence O'Connor, Miss Margaret Casey, Harry Klein, Morris Sirota, L. Kalis, S. Labensohn, Miss Kaufman, H. Altman, Louis Cohen, Sam Berman, Joe Cress.

Delegate Ninfo, on behalf of the Credential Committee recommends that the report of the majority, that Brother Leader be seated without the right of vote, be accepted.

After some discussion the President put the question to a vote of the delegates when 62 voted for the majority report and 28 for the minority report.

Delegate Ninfo further recommends that the report of the majority, that the delegate of Local No. 26, Lad. Waist Makers, N. Y., be seated and that the time for paying the balance of the Cleveland assessment be ex-

tended until September 30th, 1912, be accepted.

Upon motion agreed to seat the seven delegates of Local No. 26.

Delegate Ninfo further moves that the recommendation of the committee, to seat Brother Grossman, Honorary Delegate of Local No. 1, be accepted. President Rosenberg contends that the credential of Brother Grossman is not legal since the Constitution of the I. L. G. W. U. does not permit honorary delegates. The President recommends that if a resolution were drawn up at the convention granting the privilege to an honorary delegate, on the ground that he was an Ex-President, it will be entertained.

Delegate Ninfo further recommends that Miss O'Reilly, Fraternal Delegate of the Women's Trade Union League, be seated without a vote. Accepted.

President Rosenberg then proceeded to appoint the various committees.

Resolution Committee.	Locals
Morris Sigman	35
M. J. Ashpis	1
Aldo Cursi	9
M. Jacobinsky	17
M. Pearlstein	23
I. Epstein	10
Sam Spivak	25
J. Wellkofsky	J. B. of Toronto
M. Amdur	2

Finance Committee.	Locals
Emma Betz	J. B. of Cincinnati
B. Fried	1
Morris Deitch	9
J. Abramsky	23
H. Altman	95
Sam Rosenberg	26
H. Lubinsky	35
Reuben Bernstein	9
J. Limanovsky	35

Organization Committee.	Locals
Chas. Beaver	10
S. Metz	1
J. Katz	2
Clara Lemlich	25
Joe Kaplan	71
H. Wagner	1
A. Madow	90
Margaret Casey	22
Nathan Leventhal	1
L. M. Singer	20

Law Committee.	Locals
J. C. Ryan	10
H. Dubinsky	66

A. Baroff	25
S. Polakoff	9
M. Finkelstein	11
A. Scherer	17
J. Halpern	9
H. Klein	41
H. Kleinman	23

Label and Boycott Committee.	
	Locals.
Anna McGinty	103
S. Zlotchin	1
D. Cohen	4
A. Axelrod	1
A. Steinberg	64
Morris Goldofsky	35
W. Baran	11
Sam Schwartz	27
L. Kalis	56

Appeals and Grievance Committee.	
	Locals.
Meyer Rosenberg	67
B. Wishashkin	26
I. S. Feit	26
Jesse P. Cohen	10
J. Grishkan	2
Harry Berkowitz	42
Samuel Glassman	78
S. Lefkowitz	9
Paul Westerville	82

Press Committee.	
	Locals.
Sam Martin	10
Morris Steltzer	1
Jacob Glickman	78

Committee on Reports of Officers.	
	Locals.
John F. Pierce	10
Geo. Wishnak	23
M. Lapidus	14
D. Shapiro	20
D. Nisnewitz	17
Meyer Brass	68
Sam Teichman	35
Is. Sheff	J. B. of New York
Abe Mitchell	9

Session adjourned at 5:30 P. M.

Tuesday, June 4th,—Morning Session

The President in the chair.

The following were absent at roll-call:

Max Amdur, Reuben Bernstein, Sam Lefkowitz, John C. Ryan, S. Bershatsky, H. Salatin, Harry Kleinman, Dave Berkowitz, S. Labensohn, Louis Laufer, Douglas Webb, Abraham Groban.

The following telegrams were read:

Chicago, Ill., June 2, 1912.
International Ladies' Garment Workers' Convention, Labor Temple, Toronto, Ont.

Ladies' Tailors' Local 71, Chicago, sends greeting and best wishes for harmonious action in the interest of all the delegates. Pave the way for a stronger and greater international union. This is your duty to the thousands that are not organized all over this country. Long live the International Union! —Morris Seskind.

New York, N. Y., June 3, 1912.
Convention International Ladies' Garment Workers, Labor Temple, Toronto, Ont.
Wish success to all your work for the cause of our movement.—L. Chorust.

New York, June 2, 1912.
Labor Temple. 11th Convention I. L. G. W. U.; John A. Dyche, General Secy., Toronto.
Regret very much that I cannot be present on account of sickness. May your deliberations bring improved conditions to all ladies' garment workers in America. May our International Union prosper in the future as in the past. Fraternal greetings to all the delegates.—Jesse S. Greenberger, 1st Vice-President.

New York, N. Y., June 3, 1912.
Convention Ladies' Garment Workers' Union, Labor Temple, Toronto, Ont.

Amalgamated Ladies' Garment Cutters' Association Local No. 10 of New York send greetings. Hope convention may find ways for a better arrangement of present condition of the trade.—Max Gorenstein, Vice-President.

Toronto, Ont., June 3, 1912.
Eleventh Convention, I. L. G. W. Union, Labor Temple, Toronto.

We wish you success in your deliberations and hope that the I. I. G. W. U. will be in the front ranks of the labor movement to help bring about the emancipation of the working class.—The "New Post".

Brooklyn, N. Y., June 3, 1912.
International Ladies' Garment Workers' Union Convention, Labor Temple, Toronto, Ont.
Greetings from Local Eleven to the Eleventh Convention of the I. L. G. W. U.

Toronto, June 4, 1912.
International Ladies' Garment Workers, Labor Temple, Toronto.

My heartiest congratulations. Hoping this convention will bring more solid unity to all workers. Forward, Brothers and Sisters, to the Social Revolution.—L. Yudkin, Chairman of Local 92.

New York, N. Y., June 4, 1912.
Convention I. L. G. W. U., Labor Temple, Toronto, Ont.

The Skirtmakers' Union of New York are sending their congratulations to the Eleventh Convention. May the decisions of the convention be to the welfare of all our brother workers.—P. H. Fast, Acting Secy.

Upon motion the minutes of the previous two sessions were read and adopted.

A discussion arose as to the seating of Miss Anna McGinty, delegate from Local No. 103, whose credentials had not yet arrived.

Brother Martin, on a point of order, contended that this proceeding was out of order, and should be referred to the Credential Committee. Finally the question was postponed until the afternoon session.

The President read the following Report for the two years.

To the officers and delegates of the Eleventh Convention of the International Ladies' Garment Workers' Union, Greeting.

Sisters and Brothers:

As the President of our International Union, I herewith submit my bi-annual report and hope you will give it your earnest consideration.

It affords me great pleasure to inform you that our International Union, which at the last convention counted only a few thousand members, and was of no significance in the great labor movement, now ranks in membership as the fifth among the International Unions affiliated with the American Federation of Labor. Our influence grows from day to day. Let our active members endeavor to work in the future with the same enthusiasm and self-sacrifice as in the past and our Union bids fair to become the biggest and most influential organization in the trade union movement.

Progress Resulting From Strenuous Labors

Our progress, was not, however, achieved without strenuous labors. In course of the last two years our Union had not ceased to encounter stormy periods of stress and strife. Strikes and strike movements occurred almost in every city where our locals were to be found, so that practically our entire membership was involved in strikes and lockouts. Some of the local strikes only partly succeeded, while others failed altogether. Such failures, however, were more than offset by

our great victories, victories which had given us great numerical strength and country-wide influence.

These victories were unique in the history of the labor movement. No organized working people can boast of such a record. The completest and most thoroughgoing victory smiled on us in Greater New York, where, in accordance with the mandate given us by the last convention we called a general strike of the Cloak and Skirt Workers. About 50,000 employees took part in this historic struggle.

One year later, 5,000 ladies' tailors of our Local No. 38 of New York called a general strike and met with similar good fortune. These victories were a pleasant astonishment to the whole labor world. They have, moreover, infused new life and confidence into the dry bones of the chronic pessimists. The great possibilities of organizing, of maintaining the organization and bettering the material condition of vast untrained and undisciplined masses, became evident even to the theorists who until then refused to admit them.

Our heaviest loss was incurred at Cleveland, where, after a strike of 22 weeks' duration, we were compelled to send the employees back to work. Our financial resources had become exhausted and we felt that we had no right to keep several thousand people on strike while realizing that we could not properly support them. But, in spite of this failure, we have not the slightest reason to feel discouraged even for one moment. On the contrary, we feel proud of the fact that we have been enabled in connection with that strike to disburse in benefits alone close upon \$300,000. We also gave financial support in strikes at Chicago, Philadelphia, Los Angeles, Hartford, Toronto, Kalamazoo and New York, amounting to tens of thousands of dollars.

Even in those places where our strikes did not succeed, the condition of the workers was much improved as a result of our organizing campaigns. The long hours that formerly oppressed the workers of our trade have since disappeared. Eighty per cent of our members do not work more than 50 hours a week. Some of our locals have within the last two years even gained an eight-hour day. Saturday afternoon work has been stopped throughout the trade, save in the case of those employed at alteration work in department stores. Of a record such as this, attained in course of two years, we feel justly proud.

This, of course, does not imply that our

mission is ended and that there is nothing more for us to do. We have so far succeeded in clearing away the thorns that were besetting our path of progress and it now behooves your elected leaders and officers to continue the hard work confronting us and carry it to success.

The Cloak Makers' Strike in New York

Immediately after the Boston convention we proceeded to give effect to the resolution relating to the general strike. We started a vigorous organizing campaign and made other necessary preparations. We felt that in order to insure success it was necessary to act in the full light of publicity, so that all classes of the population should know and sympathize with our unions and their demands in the great struggle. Our first step in this direction was to arrange a mass meeting in one of the largest halls, and Madison Square Garden was hired for this purpose. Some of our incredulous members predicted failure. They did not believe our ability to fill such an immense hall the capacity of which is about 20,000 people. But the actual result went beyond even our own expectation, causing all and sundry to gasp with surprise. The hall proved much too small for not only was it filled to its utmost capacity, but there were about 30,000 people outside unable to gain admission and we had to hold overflow meetings in the streets around.

The meeting furnished ample evidence of the strength of our cause and convinced us that our ultimate success was assured.

The next step was for the General Executive Board to instruct those locals which were to be involved in the strike to elect a number of their best and most devoted members to serve on the general strike committee. Experience having taught us that in conducting a strike it was not always wise to rely on every one, the General Executive Board selected 45 of the most competent and reliable members and appointed them as general strike committee. This committee was divided into nine sub-committees and to each of these was allotted certain specified duties.

In our desire to make the idea of the General Strike extensively popular we decided to submit the question to a referendum vote of all the cloak and skirt makers of Greater New York. This was something that tailors' unions had never done. The vote was taken about a week prior to the calling of the strike and the result was that of some 20,000 mem-

bers who had then joined our various locals only a few hundred voted against a strike being called. Thus the great strike was called on the 7th day of July, 1910.

Between sixty and seventy thousand work people responded to the call and left the shops. This gave the appearance not of a strike but of a gigantic uprising of a whole people against their oppressors.

As president of the International Union I saw that the situation demanded that this tremendous conflict should be under our direct supervision. Accordingly, all the members of the General Executive Board were brought to the scene of action and every one of us to the best of his powers, worked with the sole aim of bringing the strike to a successful termination. All of you know the final results of the strike and it is hardly necessary to repeat them here. Suffice it to say that after the struggle lasting nine weeks we won all our demands. Let me, however, emphasize the fact that the nine locals of Greater New York which had taken part in the strike now number close upon 50,000 members in good standing and their funds amount to about a quarter of a million dollars.

Our Organizing Work

Soon after this great struggle it was borne in upon us that to insure this victory and the existence of the International Union, we could not rest content with this achievement, but must indispensably proceed to establish the same labor conditions in all cities where ladies' garments are being made.

The time was just then favorable for further efforts in that direction. The sentiment among the workers for organization was very strong. The splendid result of the struggle at New York had freed the workers' mind of all prejudices against unions. The wide agitation and deep interest in trade unionism evoked by the cloak strike had borne good fruit in all parts of the country, especially in those places where our workers were to be found in considerable numbers. Communications had reached us from practically every large city, calling our attention to there being ready fields for organizing unions of ladies' garment workers and asking us to send organizers along. From some places we received intimation that unions had been established. These applied for charters and desired the aid of organizers. We did all to help these cities to the best of our powers. It should, however, be observed in this con-

nexion that few of us realize precisely the sort of organizers we require.

Our trade is, as you all know, a very complicated one, presenting many and varied problems, and is moreover subject to good and bad seasons. When the workers of a certain branch contemplate organizing a union, or when an existing union arrives at the idea that a certain season is favorable for securing an improvement in their labor conditions, they apply to the general office for an organizer. Most of these people mean by "organizer" a good, forceful speaker, capable of taking the masses by sheer eloquence.

At times this kind of organizer is really needed. But, what the majority of our locals need most of all is not so much fiery rhetoric as clarity of thought, not so much being stirred to enthusiasm as being shown the best and safest way of successfully carrying on the work of the union and placing it on a permanent foundation. Organizers capable of doing such work are everywhere sought after, and not less so in our case. Unfortunately, we are short of men who can impress on our members *the difference between a fighting mood and a fighting capacity* and who after being with the Local some time can direct and teach the members to select the safest way to handle their local affairs with proper care. Owing to the scarcity of such organizers some of the newly organized locals could not maintain their organization.

In many cases we have to expect that strikes will naturally follow any initial efforts to organize the trade and therefore competent and capable people are required to conduct strikes with any measure of success. Such men are not to be found in newly organized locals.

Then it should also be borne in mind that when strikes in small cities fail, the failure will inevitably lead to the blacklisting of loyal and devoted unionists and it behoves us to extend to these people a helping hand in order not to jeopardize the management of strikes. I would, therefore, recommend that the General Executive Board to be elected at this convention should be chosen from men who are capable of acting as general organizers, men who should not only be good speakers, but as older members of our organization, should also possess the ripe experience and the practice necessary to settle all manner of troubles and conduct strikes when necessary. Within the last two years the International Union has kept on from five

to eight organizers who have done very good work throughout the country. This can be seen from the increased number of locals and members. But with the increase of our locals and the growth of our movement there has also developed a sense of responsibility. We therefore need as International officers loyal men, men thoroughly familiar with the trade to do the organizing work.

ORGANIZING WORK IN OTHER BRANCHES OF OUR TRADE

Our International Union is composed of many crafts of the ladies' garment industry, of which cloaks and suits are only one. Now, although we have made considerable progress in the cloak and suit line, we have so far done little to organize the other crafts.

Two years ago, soon after the strikes of the ladies' waist makers in New York and Philadelphia, go per cent. of whom were women, a movement was also launched among the white goods workers, underwear workers, petticoat makers and kindred trades that fall under the jurisdiction of our International Union, which consist almost exclusively of women. However, the organizations in these three trades have fallen short of success.

The cause of this is to be sought mostly in the fact that it is much harder to organize women than men. Having our hands full of work along fields which are easier to cultivate, we naturally selected these fields for our organizing labors first. Another difficulty in the way is that the shops in these trades can easily be transferred from large cities to small outlying districts, and as soon as a strike is called, some shops move away out of immediate reach.

Some time ago the general office made a vigorous effort to organize strong unions in these trades, where exclusively women are employed, and spent a considerable sum of money on the project. But so far the results have been rather disappointing. The work hours in these trades are not below 54, and in many cases, 59 a week.

Local 41, wrapper and kimono makers, and Local 62, white goods workers, have lately carried on a vigorous agitation for shorter hours and higher wages. But in the absence of sufficient financial and moral means, it is impossible for them to achieve any tangible results or to obtain improved conditions, save only in few shops controlled by the union. Even these are not quite assured, in view of the fact that a large number of other em-

ployers are conducting their concerns under non-union conditions. The sympathetic employers are thus subject to unfair competition. This is a standing argument with all employers who refuse to concede union conditions, and may sooner or later bring about a general strike, involving thousands of women workers. For such a strike neither the unions concerned nor the general office is at all prepared.

Moreover, the feeling of solidarity between the cloak and skirt makers and ladies tailors' locals on the one hand, and the locals of underwear, petticoats and children's dressmakers on the other, has so far been not very warm. Many of the most active members are even prone to regard these locals as a drag on the International Union. However, the fact remains that so long as these women and girls work terribly long hours for incredibly low wages, they are sooner or later destined to leave their present employment and seek work in skirt and dress shops, or as finishers at cloaks, and thus still more increase the number of unemployed among our members.

The opinion of individual delegates on the subject of the organization of these crafts should not deter this convention from dealing with the matter, or from giving a clear mandate to the incoming officers. The general office should also obtain precise instructions with regard to organizing work among the tens of thousands of corset workers in the New England States.

Special Fund for New Locals

New Locals rarely begin their existence without strikes and sometimes these strikes are of a serious kind. In small cities, in the case of a local losing a strike, it may mean that many good and honest employees have to leave the city, because of their having been the pioneers in the movement.

A new local in such a case would not be entitled to any benefit, even assuming the International Union had a strike and lockout fund. Yet such locals stand in need of financial support to a certain extent to enable them to take the proper steps for insuring their existence. I am, therefore, of the opinion that a special fund should be created to help those new locals that are drawn into troubles from which they cannot extricate themselves. Up till now such help has not been rendered and the results are anything but cheering.

Not so many new locals would have ceased to exist had we been in a position to render

the necessary assistance. To a certain extent we have been compelled to suspend our wonted activity to conquer new territories where our trade is being carried on.

Yet there is nothing to complain regarding our new locals. In many cities both our old and new locals are in fairly good condition.

The following locals have been chartered since our last convention in 1910:—

CHARTERS ISSUED MAY 1910

Local No.	Organized	
	1910	
72 New York Dressmakers.....	June 1	
73 Amal. Ladies' Garment Cutters Phil.....	" 14	
74 Hartford, Conn., Ladies' Garment Workers.....	" 15	
75 Worcester, Mass., Cloak & Skirt Makers	" 27	
48 Cincinnati O., Ladies' Garment, Workers	" 27	
76 Chicago Cloak & Skirt Pressers Aug. 12		
77 Boston, Mass., United Rubber . Garment Workers.....	" 23	
78 St. Louis Cloak Operators.....	Sept. 12	
79 Brooklyn, N. Y., Cloak & Skirt Makers.....	" 16	
80 Bridgeport, Conn., Ladies' Tailors & Dress Makers.....	" 23	
20 New York Rain Coat Makers.	" 25	
30 Albany, N. Y., Ladies' Tailors.	Oct. 15	
31 St. Louis, Mo., Cloak & Suit . Pressers.....	Nov. 1	
40 Springfield, Mass., Lad. Tailors	" 4	
52 Los Angeles, Cal., Lad. Tailors	" 7	
54 N. Y. Bonnaz Embroiderers' U.	Dec. 5	
53 Phil. Cloak & Skirt Cutters....	" 5	
59 Washington, D. C., Ladies' Gar- ment Workers	" 16	
61 Montreal Cloak & Skirt Press.	" 19	
8 San Francisco Cloakmakers...	" 19	
60 Ladies' Tailors, Troy, N. Y..	" 21	
13 Montreal Cloak & Skirt Makers	" 23	
	1911	
14 Toronto Cloak Makers.....	Jan. 4	
18 St. Louis Cloak & Skirt Mkrs.	" 4	
19 Montreal Cloak & Suit Cutters	" 10	
28 Passaic Ladies' Gar. Workers.	" 20	
29 Cleveland Cloak & Skirt Ein..	" 24	
22 New Haven Lad. Gar. Wkrs..	Feb. 6	
81 Chicago Cloak & Suit Cutters.	" 18	
82 Kalamazoo Corset Workers...	Mch. 18	
84 Boston Petticoat Makers.....	Apr. 3	
85 Toronto Ladies' Gar. Cutters..	" 3	
85 Cincinnati Skirt Makers' Union	" 13	

87 Savannah Lad. Tail. & Dress.	May 15
88 Boston, Mass., Chil. Dress & White Goods Workers.....	" 18
89 Louisville, Ky., Lad. Gar. Wkrs	" 18
90 Buffalo, N. Y., Lad. Gar. Wkrs	" 19
91 Worcester, Mass., White Goods Workers.....	" 24
92 Toronto Cloak & Skirt Pressers	" 20
93 St. Louis Alter. Lad. Tailors..	June 4
95 Detroit Ladies' Garment Wkra.	" 5
94 Chicago Skirt Makers' Union..	" 5
96 Toledo Gar. Workers' Union..	July 5
97 Winnipeg Lad. Gar. Workers.	" 17
98 Cincinnati Cloak & Skirt Pres.	Oct. 4
99 Pittsburg Ladies' Tailors.....	" 24
100 Providence Lad. Tails. & Dress.	" 30
101 Richmond Ladies' Gar. Wkrs.	Nov. 2
102 Montreal Raincoat Makers' U.	" 13
103 Cleveland Bohemian Cloak & Skirt Pressers.....	" 27
104 Cleveland Hungarian Cloak & Skirt Makers.....	Dec. 2

1912

105 St. Louis Custom Lad. Tailors	Mch. 5
106 Stockton, Cal., Alteration Lad- ies' Tailors.....	May

LOCALS DISSOLVED

Local-No.	
39 New York Petticoat Makers.	
40 Springfield, Mass., Lad. Tailors' Union.	
46 Philadelphia, Pa., Ladies' Garment Wkrs.	
51 Newark, N. J., Ladies' Shirtwaist Mkrs.	
54 New York Bonnaz Embroiderers' Union.	
59 Washington, D. C., Lad. Gar. Wkrs. U.	
66 Carmel, N. J., Ladies' Garment Workers.	
70 New York Misses' & Children's Dress.	
74 Hartford, Conn., Ladies' Garment Wkra.	
79 Brooklyn, N. Y., Cloak & Skirt Mkrs. U.	
84 Boston, Mass., Petticoat Makers Union.	
88 Boston, Mass., White Goods Workers' U.	
93 St. Louis, Mo., Alteration Lad. Tail. U.	
96 Toledo, O., Ladies' Garment Workers.	

AMALGAMATED WITH OTHER LOCALS

(October, 1910)

24 Phila., Pa., Skirt Makers' Union.	
58 Phila., Pa., Cloak Makers' Union.	
65 Phila., Pa., Cloak & Skirt Pressers' Union	
31 St. Louis, Mo., Cloak & Skirt Pressers' U.	
18 St. Louis, Mo., Skirt Makers' Union.	

CHARTERS REVOKED

38 New York Ladies' Tailors' & Dress. U.	
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The Cleveland Strike

At the end of March, 1911, our General Executive Board held its quarterly meeting at Cleveland, Ohio. Among the various committees that have then appeared with certain requests there were also committees representing the Cleveland locals. They asked the Board to help organize the workers and prepare them for presenting demands to their employers. They also submitted a list of demands decided upon by the employees of the various branches of their trade and asked the Board to sanction them.

In view of Resolution No. 48 adopted at the last convention and referred to the General Executive Board for action, the Board took immediate steps to give effect to the resolution. After an exhaustive analysis of the demands the Board approved them and sent one of its organizers to prepare and bring the employees into line. This organizing work was successfully carried out.

Toward the end of May, 1911, Vice-President Feit, representing Cleveland, requested us to call a special meeting of the General Executive Board to discuss the situation. At this meeting Vice-President Feit had shown that the situation was such as to necessitate quick action, otherwise the organizing work carried on till then would be so much wasted effort. For after the season being in full swing it would no more be possible to get the workpeople out of the shops in the event of a strike being called. This suggestion was strongly convincing and we decided to repair to Cleveland and present the demands forthwith.

A few days elapsed and no reply from the manufacturers having been received, the Cleveland Locals sent a committee to negotiate with them and avoid a strike if possible.

The manufacturers, however, refused to deal with the committee. This left us no alternative but to call the strike. On June 7th, 1911, a call was issued to which some ninety per cent of the employees responded and vacated the shops.

The general office sent a number of experienced men to the scene. They together with the local officials, took charge of the strike. We also organized a committee to guard against Cleveland work being done in New York. The strike was conducted as systematically as it was possible under the circumstances. Although the strikers were composed of nine nationalities, yet good order prevailed.

During October, when the strike leaders perceived that funds were diminishing and strike expenses were increasing, a number of our locals sent in requests for a special convention to be held to consider the situation. This convention appointed a committee to proceed to Cleveland with full power to call off the strike, should they find it necessary. The committee was further authorized by the convention to levy a 50 cent tax upon all members of the International Union to cover all needful expenses involved in meeting all liabilities and to support all those that were likely to be discriminated against. On arriving at Cleveland the committee found that the circumstances necessitated sending the employees back to work and to renew the struggle on a favorable opportunity presenting itself.

The strike was not won, but the International Union demonstrated to the manufacturers that it is a power to be reckoned with and that a fight with us was too costly to be undertaken in the future. The strike lasted six months and cost \$340,000. The International Union contributed from its treasury nearly \$100,000. About \$200,000 was contributed by the New York locals connected with the Joint Board and the balance was received from the rest of our locals and labor and progressive organizations in all parts of the land.

But although the strike was temporarily called off, the struggle has since assumed a different character. A campaign of agitation and education among the consumers and the public generally has been launched several months ago and a special committee of four ladies is touring within a wide radius of the disturbed locality, agitating against Cleveland made cloaks and suits and directing attention to the fact that the struggle has in more senses than one not been given up and will not be given up until the manufacturers agree to arbitrate their differences with their employees and recognize the principle of collective bargaining, by conceding the arrangement of price committee composed of employers and employees. It remains for this convention to decide as to whether or not this agitation is to be continued.

International in fact as well as in name

Until a short time ago our organization was international in name only. In reality 95 per cent of our membership consisted of workers of one nationality, and our territory was

bounded in New York within a stone's throw of the General Office. Now, however, (it is with no little pleasure that I mention the fact) our locals are spread over the entire American continent. We have a considerable membership in the Canadian provinces. We have locals as far west as California and as far south as Georgia. Even though there are few factories in those places yet in every city a number of ladies' tailors are to be found that may be organized. So far we have three locals in the south: Louisville, Ky.; Richmond, Va., and Savannah, Ga. True, these three locals are as yet numerically small. But it is important for the ladies' tailoring trade that the workers in these cities should be unionized. Besides, our membership includes nine different nationalities, the Italian element alone may be counted in thousands. My opinion therefore is that the Italian members should have a representative in the incoming General Executive Board.

In view of the difficulty of organizing in one local workers of several languages, I would regard it advisable to amend our constitution, giving the General Office the right to issue charters to workers speaking a particular language, if they cannot otherwise be organized. Naturally such locals must be under the supervision of the existing joint Board or district council.

Another suggestion that occurs to my mind is that our duties have not ended with the fact that we have succeeded in extending our sphere of jurisdiction to the Dominion of Canada and that our locals in Toronto and Montreal are in good shape. I am of opinion that as an International Union it behooves us to establish connections with the Mantle or Cloak Makers of England, Germany, France and Austria. There are many reasons why it is important for us to know what these organized workers in Europe are doing and to communicate to them the conditions in America. Apart from our belief in the dictum "Workers of all countries unite," such communication with our European confreres are essential for purely economic purposes.

In course of our last general strike in New York, many cloak manufacturers and a large number of retailers imported large quantities of finished goods from Europe. Despite the heavy duties on imported goods these articles did not cost them much more than if they were manufactured here. This is due to the fact that wages are much lower in Europe than in America. Should a reduction in

the duties ever take place, in accordance with the wishes of the free traders, it may mean ruin to the American labor market.

Recently the cloak makers of Berlin and Vienna went on strike for higher wages. At such time, it appears to me to be our duty to place ourselves into close relations with them and help them to win higher wages and shorter work hours.

Another valid ground for our interest in the European workers of our trade is connected with the question of immigration. Cloakmakers from Europe come to America in large numbers. We must therefore see to it that on their arrival these people should already be union men, that they should be imbued with practical ideas concerning our customs and methods and should be enabled to fulfill their duties as conscious workmen and be able to demand proper pay for their labor.

Our Local Autonomy

Early in the existence of our International Union, when it was still small and insignificant, our organizers believed that the only possible way to make our union grow and increase was to give its affiliated locals full autonomy to conduct and settle strikes at their discretion. This autonomy has gone so far that even when local haste and recklessness entails a good deal of local suffering, the International officers are powerless to interfere. But of late, since our International Union has become a big organization and the labor world is watching our actions and methods, and in view of the fact that one wrong step taken by a local is calculated to cause embarrassment to an entire International Union, which may thus react unfavorably on the labor movement in general—having regard to all that, I have come to think it absolutely necessary that strikes, be they big or insignificant, should be under the direct control of the International Office, and that no strike shall be called or settled without the sanction and consent of the International Union.

One or two facts in connection with this question will serve to show how local actions of this kind have almost endangered the existence of the International Union. The Ladies' Waist and Dressmakers' Union, Local No. 25, has carried on an extensive agitation with the object of organizing its trade and for the purpose of calling a general strike. The Local resorted to various expedients in order to reach the masses. But at the commence-

ment of the fall season only a comparatively small number of employees had joined the Union. Yet, the leaders of Local No. 25, did not stop to consider this point, but proceeded to refer the question of a strike to a vote of all its members, a majority of whom voted in the affirmative. The general officers, after investigating the matter, found that less than 10 per cent of the workers in the trade took part in the voting. Consequently the General Executive Board could not indorse the strike. Thereupon the Local leaders raised a hubub. Protests and accusations of betrayal were hurled at the General Executive Board. It so happened that the Local treasury did not even possess the first needful hundreds of dollars to launch the strike. It was only the knowledge that the general office would refuse to give financial support that made the local officers abandon the idea of a general strike very reluctantly and with some chagrin. Had the local possessed money in its treasury it would no doubt have disregarded the attitude of the General Executive Board and would have called a general strike. So small were the chances of success under the circumstances referred to that it would not only have involved in ruin Local No. 25, but also other locals, possibly the entire International Union.

A similar example is now afforded by the Ladies' Tailors and Dressmakers' Union, Local 38. Last year this Local with the assistance of the general officers successfully conducted a general strike and a settlement was arrived at with 95 per cent of the employers in the ladies tailoring trade. Soon after the settlement, the Local began a series of shop strikes and suffered defeat in every one of them. We have many times called the Local's attention to Article 10, Section 5, of our constitution, which provides that when a settlement is effected with the aid of the general office no shop strikes may be called by the Local without the general officers' sanction. But Local 38 has continually violated this provision. The result is that the Local has not been able to control half the number of shops which had signed contracts last year.

Recently, when the Local conducted a strike at one of the largest shops in the trade, and the general officers exerted themselves to bring the matter in dispute to a settlement, the employers declared that only then would they agree to a settlement when the general office would undertake to be responsible for the actions and conduct of Local

38. The Local agreed to transfer the full responsibility to the general officers, but no sooner was the settlement effected than the Local executive went back on their promise to the general office and continued sowing its wild oats to its own detriment. It is fair to say that the blame does not rest with the membership, but rather with the Local leadership. Some of the Local officers are absolutely incompetent and continually endanger the interests of the union. On them lies the sole responsibility for all the pitfalls into which the Local has since strayed. This impractical local autonomy has rendered the general officers powerless to correct the Locals' errors. To wait until the membership will discover the errors of their leaders' ways would only cause this want of discipline to become chronic and would render chaos and confusion worse confounded. Meanwhile the International Union is confronted with a great responsibility which it ought not to bear without corresponding powers. But not possessing these powers, the General Executive Board felt compelled to revoke the Local's charter.

Another case of this kind occurred in Boston, where a number of hot-headed and unscrupulous individuals called a general strike without even consulting the general office. Then the ring-leaders left the strikers in the lurch and themselves went back to work. This doubly treacherous action was the immediate cause of the members of our three Boston locals being locked out. After a thorough investigation the general office called off this illegal strike. But for some time after, half of the members of our Boston locals remained without employment. All these cases constitute sufficient grounds for investing the General Executive Board with powers of control in local affairs.

Difficulties in Admission of Members

Ever since the settlement of the general strike of 1910, several locals in New York have taken up a position with regard to the admission of members, making it hard and almost inaccessible for those who desire to join the Union. Apart from the fact that \$28.00 initiation fee is far too high a sum to charge to the workers of our trade, some locals are causing additional hardships and at times entirely close the doors against new comers. Quite a number of people apply to the general office daily for relief from these harsh measures. Yet in view of the existing

local autonomy we are unable to grant relief. In many cases the general officers made personal representation to the locals, recommending certain members for easy admission, but without avail. I would therefore recommend that the convention adopt a resolution laying down the rule that the local books shall always be open for admission of new members and setting a maximum sum of initiation fee above which no local may go.

Who Shall Pay Strike Benefit?

Side by side with the growth of our International Union in size and prestige is exhibited our helplessness to keep our locals together. When a strike is called by any of them they are compelled almost in the first few days to apply to the International office for financial support. At times we feel unable to grant their requests, since the International Union is neither obligated nor in a position to pay strike benefit, as the present per capita is insufficient for this purpose. This is the direct cause of the failure of many strikes and the disintegration of the local thus involved.

The sole objection to the raising of the per capita for the purpose of enabling the International Union to pay regular strike benefit comes from the bigger locals of New York. Presumably they fear that their money will be spent on strikes in connection with other locals. That there is no cause for this fear can be demonstrated by the Cleveland strike. Local No. 1, with a membership of 11,000 has contributed some \$35,000, an average of \$3 per member, while Local No. 25 with a membership of some 4,000 has contributed only \$300, an average of less than 8 cents per member. The same calculation applies to many other locals.

It thus transpires, according to the present system, that in course of a strike the bigger and richer locals ultimately donate almost all of the needed funds to carry it on, while some locals contribute nothing at all. Again, it is well known that precisely those locals which give little or nothing for a strike, continually have to apply to the International Union for support, whenever they are in trouble, for the reason that they never give their treasury sufficient rest to enable them to carry on strikes with the aid of their own resources.

Cost of Strikes Unequally Distributed

We cannot escape the fact that the smaller and poorer Unions have more strikes in proportion to their members than the locals possessing ample funds. If all the locals were to pay a like per capita to provide for strike benefit, the cost of strikes would be proportional to all the locals, while today this cost is most unequally distributed. On the other hand, if a local would not or could not comply with the payment of an increased per capita, such local would be expelled from the International Union and the benefit obligations of the parent body would naturally cease.

Such a reform would also set aside many useless and futile strikes. At present every local is free to call strikes at any time, and often conflicts arise which could have been avoided or easily settled. But when the local refuses to effect a settlement the general office is powerless to intervene. After the local has recklessly taken too deep a plunge to emerge by its own efforts it becomes a question of its very existence. When a local being in this plight, applies for financial assistance the general officers are reluctantly compelled to grant it. But were the International Union invested with the function of paying strike benefit a searching investigation would necessarily precede the calling of any strike and proper care would be taken to ascertain whether the circumstances do or do not warrant a strike.

Lately it has been sufficiently demonstrated that the levying of an assessment in aid of strikes is a signal failure. In the first place it is difficult to collect it, secondly, almost a whole year lapses before the locals pay it. But if it [redacted] the form of an increased per capita the locals must pay it, just as they pay at present the small per capita.

Regarding the Death Benefit

Our constitution provides that in case a member dies there shall be paid to his or her estate a sum beginning with \$50 after one year membership, increasing by \$50 every year, until when the member has reached ten year's membership or more, his heirs are entitled to \$500. To render themselves entitled to this benefit it was further provided that members must register their names in the general office and pay a 50 cents premium. The calculation was that upon 100,000 members registering their names a sum of \$50,-

ooo would be realized that would prove the nucleus of a strong fund. Our membership is mostly composed of young men and young women and few, if any, cases of death happen during one given year, so that the International Union would be able to cover the cost of this benefit for the first ten years without any difficulty. Another calculation was that since we have in our trade a large number of women workers who change their employment very often, the death benefit fund would continue to be strong without extra assessments. But reality did not verify our calculations. For only a few hundred members had their names registered, so that the whole arrangement looks like a joke. I therefore recommend that if the registration cannot be made compulsory on all our members, the whole provision be omitted from our constitution.

The Election of the General Executive Board

The main reason why the members of the General Executive Board are chosen from various cities is to afford an opportunity to all parts of the country to be represented in the management of the Union. Mostly, however, they are selected for their particular competency or acquired practice in trade union methods and tactics. It is assumed that at the psychological moment, when their services might be urgently required, they would be near at hand to settle disputes between employers and employees. Only when the members of the Board possess such qualities can the Board as the 'executive body adequately fulfill its functions and duties. It is self-evident therefore, that when the members of the General Executive Board should be called upon to do this work, they must of necessity devote all their time to the service of the International Union and be regarded as organizers. Heretofore this has not been our usual practice. Some of our general officers are also paid officers of their respective locals, others are shop employees, and it has frequently happened that when, in order to save expenses, the International Union had need of their services out of New York to settle shop troubles, the paid local officer or shop employee was unable to leave his work or official duties and the service of the International Union was neglected. An ordinary organizer, not an officer, if sent anywhere, does not have the moral atmosphere or official authority surrounding a Vice-President of the International Union. I would there-

fore recommend that the incoming General Executive Board should be selected from men capable of acting as organizers and should be paid officers of the International Union.

Jurisdiction Disputes In Our International Union

Some two years ago, before our locals in New York had attained their present numerical size and had not as yet controlled any shops, questions of jurisdiction were not known among us. Each local tried to do its share in bringing the unorganized into line. It made no difference where a member belonged, so long as he belonged to one of the locals affiliated with the International Union. But when these local unions grew into thousands of members, the problem of finding employment for all of them made its appearance. A good many of our members believe that the unemployment problem arises from the employees of another local doing their work and they imagine that the amalgamation with or absorption of that local in their own would restore them to full employment. It is precisely this idea that leads Local No. 1 to suppose that because the members of Local No. 17 make up big sized cloaks for lower prices, therefore the members of Local No. 1 have no employment. Similarly, Local No. 23 believes that because the members of Local No. 25 make up dresses, which have lately come into fashion, therefore Local No. 25 should become part and parcel of Local No. 23 and thus the problem of securing employment for all of its members would be solved once and for all.

That this belief is mistaken can be clearly seen on closer examination. For even though one local should become absorbed in the other the members of the absorbed local would still be making the particular work and the extent of unemployment would remain the same as before. On the other hand, the difficulties of giving complete satisfaction to all its members would increase. The big locals are already much too big numerically and cannot satisfy all their members. The result of any absorption would be that the absorbed members would sooner or later fall out of the ranks. Here is an example in point:—Some time ago Local 25 had absorbed the members of the former Local 60. At the present time, however, not one member of that past Local now belongs to the Union. Even Local 79 of Brooklyn, since dissolved, did have well attended meetings, while now that its mem-

bers have joined the locals affiliated with the Joint Board, such is not the case.

If differences now exist among the locals of New York in regard to the admission of members, or in regard to work-prices, they can be adjusted by an arrangement of having the initiation fee the same in all locals. A similar arrangement can be arrived at in the matter of work-prices. Again, no good results can follow the absorption of thousands of members in another local, unless they do so voluntarily and not through being compelled by a decision with which they may not be in complete agreement. Such members would eventually prove harmful rather than useful.

In order that such questions should not monopolize the precious time of the convention, I consider it advisable that the locals concerned elect committees from themselves to discuss and arrive at some workable plan of how to maintain friendlier relations in the future, instead of the desire to swallow up each other. I therefore recommend that before the convention takes up the jurisdiction question for discussion the delegates of the locals concerned elect committees to discuss grievances and adjust disputes and prepare a ready scheme for adoption.

The Transfer Question

Of late our trade is assuming such a character that it is sometimes difficult to determine to which local the employees of a certain shop should belong, where cloaks end and reefers begin, or where skirts and dresses end and waists and dresses begin. The members of one local are proficient in the work controlled by another local and it transpires that members of Local No. 1 find employment in a shop under the control of Local No. 17, or that members of Local 25 start working in shops controlled by Local 23. When this happens the shop delegates show off how rigorously they can rule, permitting no one to commence work unless he or she is a member of the Local Union in control, or they order the newcomer to immediately transfer his membership. It frequently happens that the transferred member loses his job a few days later and goes to work in a shop controlled by another local, when he is again required to transfer his union card. This entails much needless hardship on the members.

It is therefore requisite that the convention should fix the length of time a member can

work in a shop controlled by another local before he is obligated to transfer his membership.

Our Press

In our report to the last convention reference has been made to the publication of the "Ladies' Garment Worker" in English, Yiddish and Italian. I have now great pleasure to inform you that besides our Official Journal, the "Ladies' Garment Worker," published by the General office, our New York locals also publish a good Yiddish weekly paper, the "New Post," a weekly Italian paper, "Di Loti de classe" and a monthly bulletin in Russian, together four papers in four different languages.

The expenses involved in the three publications of the Joint Board are covered by the payment of one cent a week extra by every member. In view of the increased cost of these publications occasioned by their being separately managed, I would advise the merging of all these four publications under one management and all members of the International Union should be taxed one cent extra a week and be entitled to a copy of either publication. The "New Post" and the Italian paper to be issued weekly as heretofore. These papers will thus cease to bear an exclusively local character, but will under the new management be closely identified with the interests of the Ladies' Garment trade in general. The "Ladies' Garment Worker" would continue to be our English monthly journal, while the Russian Bulletin would also remain a monthly but in enlarged size.

Injunctions.

At the last convention in Boston, we have reported that a permanent injunction has been issued against our Local in Baltimore, checking the activity of the union and rendering it powerless to maintain its position. The convention then instructed its officers to take the case to a higher court. This was done and we are in a position to inform you that owing to a special law existing in Maryland State that unincorporated societies cannot be held responsible, or in contempt, for acts committed by its members the injunction has been annulled, entailing upon the employers all the court expenses involved in the case.

Let me call your attention to the latest injunction issued against our members. In the strike of our Local 82 against the Kalamazoo Corset Company, now in progress, a judge has issued a temporary injunction to which

answer by our Union must be filed eight weeks subsequently. Meanwhile the strikers are prohibited to picket the factory and the strike is thus in some danger.

In my view the convention must take this matter under advisement. It might be considered expedient not to file an answer at all, because all the same it would be useless, and instead proceed with our usual work and let the law take its course. In the first place it will not pay the employers to arraign all the strikers and send them to prison, just as it did not pay the cloak manufacturers of New York to have thousands of strikers arrested for contempt.

It is the duty of all liberty-loving people to fight against every sort of tyranny, whether it is exercised by a Czar, a judge or a capitalist. A law which is ignored by thousands and tens of thousands of people must sooner or later be abrogated.

In conclusion let me thank our General Executive members and our paid and voluntary organizers for their wise counsel and their self-sacrifice at all times of difficulty. I also desire to thank all progressive and labor organizations, the press, the Jewish Daily "Forward," the New York "Call," the Chicago "Labor World," for their assistance, enabling us to obtain moral and financial support during our strike.

I also wish to thank the American Federation of Labor and its organizers for helping us to organize new locals. I am especially indebted to Brother Samuel Gompers, President and Bro. John B. Lennon, Treasurer, of the Federation, for their personal services at the time of the general strike in New York and to Brother Harry D. Thomas, Secretary of the Ohio Federation of Labor, for his energetic work for the Cleveland Strike.

In the hope that the convention will accept my report and give favorable consideration to my recommendation, I remain with fraternal greetings to all the delegates.

A. ROSENBERG,
President

The President's report was referred to the Committee on Reports of Officers.

Upon motion it was decided that the convention shall be in session from 9.30 to 12.30 in the morning and from 2 to 5.30 in the afternoon.

The President called on Mr. Meyer London, attorney for the J. B. of N. Y., who was received with enthusiastic applause.

Mr. London said:

"It is a pleasure to be at this convention and to realize that the impossible has happened, that men and women ever held as incapable of organizing have now taken such a proud position in the American labor movement. The garment-worker has been despised throughout the English-speaking world. There was a sort of contempt for the tailor. There was an English proverb to the effect that it takes nine tailors to make one man.

"He, the tailor, seemed to be utterly incapable of those noble virtues which go to make true civilization—the virtue of solidarity, the virtue of co-operation, the virtue of self-subordination, self-sacrifice in the interests of humanity. The union has now shown to the world that they do possess the noble virtue of sacrifice, and let me tell you comrades, brothers and sisters, that all the theoretical philosophers, all the dreamers, all the books, all the academies, and all the pamphlets and platforms are worthless in comparison with one great, solid fighting union of labor. (Continued applause.) Let dreamers spin out their dreams, let philosophers write their glorious books about the great struggles of classes, let theoreticians reason out how future society will develop, but unless men and women are willing and ready and able to sacrifice the present moment, all that is dear in life, in order to obtain an advantage, in order to obtain a substantial gain for the great masses of the people, there can be no real or permanent improvement in the labor movement, which is ever the fight of civilization, of true humanity. Strengthen, then, your organization, not on narrow lines, not on conservative lines, not on orthodox lines, but have your eyes open to all progressive thought, your minds open to every progressive philosophy. For dogmatic philosophy and theory are mere dust and smoke compared with the real fire of the revolution which can only come as a result of thorough organization of the laboring classes for their ultimate emancipation. (Loud applause.)

The convention adjourned at 12.30 P. M.

Tuesday, June 4th, Afternoon Session

President Rosseberg in chair.

Absentees:

M. J. Aspis, B. Fried, Saul Metz, Samuel J. Ringer, Morris Stelzer, Local No. 1; Reuben Bernstein, Morris Deitch, Philip Greifer, J. Halpern, M. Kushner, Abe Mitchell, Meyer Palefsky, Local No. 9; Max Finkelstein, Jacob

Press, Local No. 11; H. Salutin, Local No. 14; Jacob Kaplan, Meyer Perlstein, G. Wishnak, Local No. 23; Morris Goldovsky, Local No. 35; Dave Berkowitz, Local No. 45.

The minutes of the previous session were read and confirmed.

President Rosenberg called upon S. Ninfo to report for the Credential Committee.

S. Ninfo reported that the committee recommends that the credential of James Law be accepted to substitute delegate Brother Howard, representing Local No. 83 of Toronto.

Upon motion it was agreed to accept the report of the committee and to seat Brother Law.

The Credential Committee also recommended that the case of the Cloak and Suit Foremen Cutters' Association of New York City and vicinity be referred to the Organization Committee, and that the credential should not be recognized. The committee further recommended that Sister McGinty shall not be seated because she has not been legally elected by the Bohemian Local No. 103 of Cleveland; neither did she bear a credential from that local union, and that local has furthermore not paid any *per capita* since it has been chartered.

Brother Berkowitz, organizer of Cleveland, was then granted the permission of the floor to speak on this subject. He stated that a meeting of the Bohemian Local No. 103 was called on May 2nd, 1912, but after the last general strike there has been some dissension in the ranks, especially among the Bohemian people, and therefore this meeting was not a success. They lacked confidence in their officers.

In view of this fact the Cleveland officers approached the Cleveland Federation of Labor and asked them to extend a helping hand, to assemble a meeting of the Bohemians. They promised their support in endeavoring to get the people back into the union. A meeting was then called at which Mrs. McGinty was elected a delegate to represent the Bohemian Local No. 103.

Brother Feit contended that the Bohemian Local was originally a sub-local to Local No. 37. They, however, wished to form an independent local, and therefore applied for a charter, which was granted. They have been paying *per capita* all along, but did not purchase any stamps under Local No. 103 since they had a supply on hand which they bought while a sub-local of No. 37. It is true that the secretary-treasurer has no record of their

having bought any *per capita* stamps in the international office, but they had the due stamps before they received their charter.

A motion was then made to the effect that Mrs. McGinty be seated as a delegate with a vote.

Delegate Schwartz spoke against the motion.

After a lengthy discussion it was agreed to seat Mrs. McGinty with a vote.

President Rosenberg then introduced Frank Morrison, secretary of the American Federation of Labor, who said:

"I desire to extend to you the greetings of the American Federation of Labor at this eleventh convention, and bid you God-speed. I want to say that this is the first convention of the garment trade that I have had the opportunity and privilege of addressing. I can look back many, many years in the history of the garment workers' trade. I know from information and observation the conditions under which the garment workers have had to struggle: long hours and low wages. I have read of the strikes in the busy season for better conditions, when the employers would say their employees were taking advantage of them. But I have noted that when the busy season ceased, the employers took advantage of the garment workers. I have watched the Ladies' Garment Workers' Union from its infancy when it only contained a few thousand members.

In June, 1910, President Gompers, Mrs. Morrison and myself attended that magnificent meeting at Madison Square Garden, where the great theatre was filled and thousands were endeavoring to gain admittance. It was the greatest outpouring of the workers of any trade that it was ever my privilege to witness. As a result of four years' agitation you forced your employers to enter into an agreement with the International Ladies' Garment Workers' Union. As a result, you have been able to keep your organization intact; you have been in a position to hold your employers to their agreement, and in so doing you have sustained this splendid organization.

"I have watched the growth of many international unions; I have watched the growth of the United Mine Workers of America, who now have 311,000 members in good standing. In 1897, I, as the Secretary of the American Federation of Labor, issued a call for the executive officers of every international organization to meet in Wheeling, W. Va., to take up the question of assisting the United Mine Workers to secure an eight-hour day.

In 1897 the organization of miners had 7,000 members. The United Mine Workers said to the employers: 'We propose to secure an eight-hour workday,' but the mine owners laughed and said that the Mine Workers' Union had only a few thousand members, and they had 150,000 working in their mines. The men will not strike, they said, but the officers of the American Federation of Labor and the miners knew that there was a sentiment among the miners for an eight-hour day, and they wanted it badly enough to strike for it. A strike was ordered and 150,000 miners laid down their picks and came out for the eight-hour day and kept out until they secured it.

"In 1897 there was not one union miner in the anthracite region. We directed an organizer to go to Hazelton (Frank Weber of Milwaukee), to ascertain the opportunities of organizing the miners there. He returned and reported that there was not as much sentiment as there should be, but he was of the opinion that the sentiment could be aroused. The miners were organized, and they secured an agreement, and as a result of that agreement, the anthracite miners were thoroughly organized. The anthracite miners secured their victory by striking and they then followed the example that the garment trade had practiced for years. After the strike was won and the conditions secured, they dropped out of their union and showed no willingness or desire to return to the organization, until the employers, seeing that they were disorganized, immediately reduced their wages and subjected them to conditions which were objectionable. The miners then came back to the union. If, however, they had remained in their organization and paid their dues, and thus strengthened their union, the mine owners would not have been in a position to reduce their wages.

"I want to say to you garment workers that you have been successful in building up a good organization. See to it that the members remain in the union and do not permit petty jealousy among the officers, and personal jealousy among local unions to interfere with this 'great organization of yours. Let every one say that we are going to build the greatest garment workers' union that this country has ever seen."

"I felt keenly the fact that the success at Cleveland was not what it should have been, but let me tell you, my friends, that we have sent organizers to various parts of the coun-

try, and have had them working months and months, seemingly without any effect, but the idea of organization gradually permeates them, and when an organizer came again, the sentiment was ripe, and he will succeed in forming the workers into a union and secure for them improved conditions. These organizers, who worked for months, planted the seed of unionism.

"Here, today, you are building for the future. Be careful in building that you do not pull down part of the structure; that you do not go back to the yearly strike, and when the busy season is over permit the employers to reduce your wages.

"I realize the nature of the conditions in your trade and the other trades, and I know that it means much to retain the organization you have and to strengthen it. Resolutions are good, but 70,000 or 80,000 men in a trade union, obeying the laws of the union, and standing by each other, will secure conditions which neither legislation nor resolutions can bring about.

"I want to cite the conditions which existed among the granite cutters, a small international union, about 13,000 members. Its members do not mind paying an assessment of \$3.00 a week to secure improved conditions. A number of years ago we were urging Congress to pass an eight-hour day for all work done by the government, either by contract, or on government property. Talking with Vice-President Duncan of the Federation, also secretary of the Granite Cutters, I said to him, 'Never mind the legislation; strike for the eight-hour day.' They struck for the eight-hour day and they secured the eight-hour day, and followed it with an increase in wages.

"I want to mention another trade, the International Typographical Union, of which I have the honor to be a member. The printers were working ten hours a day in 1896. At the convention of the printers in that year, I advocated eight hours, and made a strenuous fight to secure it, but I was defeated by a vote of 23 for eight hours, and 117 against. The convention, however, decided in favor of demanding the nine-hour day. The convention believed that they could secure nine hours, but that it would be difficult to enforce an eight-hour day. I contended that if we did not secure the eight-hour day, it would take ten years before we could again inaugurate a campaign for an eight-hour day. The nine-hour day was secured, and just ten years

after that time, the international organization inaugurated a campaign for an eight-hour day, and in the campaign expended four million dollars, but they established the eight-hour day in the printing trade in this country. The miners, the granite cutters and the printers secured their eight hours by united effort, by standing like a rock behind their international officers with the statement that they proposed to continue the strike until they secured the eight-hour day.

"I am one of those who believe that with the trade thoroughly organized you can secure the conditions that you want, and I prophesy that within a short time, instead of 70,000 you will have over 100,000 members in your organization with much better conditions than you are now enjoying.

"I desire now to say a few words in regard to the Federation. In 1897 the American Federation of Labor had 256,000 members. From 1897 the membership increased until today we have 1,838,100 members paying per capita tax. This increase was not due entirely to the efforts of the officers and organizers of the American Federation of Labor, but to the combined efforts of the officers and organizers of the international organizations, and the members of all the unions preaching the gospel of trade unionism to those who were unorganized.

Each member of the Ladies' Garment Workers should say: 'Yes, I propose to strengthen our international union, I propose to cut out personal jealousy and secure as a member every garment worker, every worker who is without the jurisdiction of the International Ladies' Garment Workers' Union.'

"If every member of organized labor could bring in one member during the next year, instead of 1,838,000 members, we would have over 3,000,000. The membership of the trade union movement is climbing. We are organizing the wage-workers. We are reaching out a helping hand to the poorly organized trades for the purpose of strengthening them, and I believe that within the next two years you will see, as a result of the agitation, 100,000 or 200,000 members brought within our ranks.

"My friends, with the growth of the Federation and of the organized workers has come a corresponding influence in Federal and State legislation. If we want an eight-hour day, what we must do is to organize and to go out and get it. After years of agitation Congress has enacted an eight-hour law cov-

ering all work done under contract for the government of the United States. Last week the House of Representatives passed an anti-injunction bill and several other bills have been reported to the House with a recommendation that they be passed, which we hope to have enacted by the Senate before this Congress adjourns.

"Now, my friends, I am glad to have had this opportunity to be with you and to meet you. I feel that there is a great future before your organization. I now want to say that its future depends greatly on its representatives—125 in number—who have it within their power to increase its efficiency, and each delegate has his or her 125th responsibility resting upon them. Delegates, do your duty. Do what you believe is best for your people to secure improved conditions and cling to what you have got. If you will do that, at this and the succeeding conventions, you will march forward, rapidly.

President Rosenberg then introduced John A. Fleet, organizer of the American Federation of Labor.

Bro. Fleet said that the International Ladies' Garment Workers' Union is not alone an international organization in name, but an organization in fact. He was pleased to welcome the delegates to Canada, the most democratic country in the world. Canada was under a monarchy, but was not afflicted with the same injunctions and laws which prevail in the United States. The Canadian judiciary commands respect. With its immense territory, Canada had a department of labor, and was the first country in the world to use the union label on its printing. Heretofore, the opinion of our people has been that this department has more or less an influence to restrain organized labor instead of being of assistance. In the case of the miners of Nova Scotia they established a relief station, when the miners were out on strike. The man in charge of the supplies was called before the court and fined \$400 for feeding the miners who were out on strike. They must by all means oppose such a law. Bro. Fleet concluded by saying that the delegates were heartily welcomed to the Queen City.

The general secretary-treasurer then read his report, as follows:

To the officers and delegates of the Eleventh Convention of the International Ladies Garment Workers' Union.

GREETING:

In accordance with the provisions of our constitution, I herewith beg to submit my report and recommendations, which I hope will meet with your approval.

At the last convention I made use of the following remarks:

"I cannot help recalling the fact that when at a meeting of the General Executive Board in 1907, I expressed my conviction that within five years, I expected the membership of our International Union to reach the number of 20,000, my remark was greeted with incredulous smiles and looks of astonishment. Well, I believe that there is hardly a single delegate present who will think it an exaggeration to say that before these five years will elapse our membership will be more than double that number and that our International Union will take its place in the front ranks of American International Unions."

The measures adopted by that convention, resulted in a membership and form of organization which exceeded my most optimistic prediction.

For over twenty years the great problem of how to organize the great mass of the cloak and skirt makers of this country, consisting mostly of immigrants from different parts of the world and composed of so many nationalities, seemed quite insoluble.

How often has it been "scientifically" demonstrated to us that our task is impossible and hopeless and that trade unionism is played out and that the forces of the capitalist are too great for the workers and that the economic struggle is out of date? What a pleasure is the consciousness that all those "scientific," practical and clear-headed people, both inside and outside the labor movement, were mistaken.

For years all sorts of philanthropists, settlement workers, reformers and publicists tried to abolish the sweat-shop system, the evils of tenement work and home work; and with what little effect? Never in the history of the labor movement has organized labor demonstrated its force with such effect, as in the last strike of 1910. Within a period of a few weeks, we succeeded in abolishing those evils as far as the cloak and skirt trade is concerned.

Our Bill of Grievances presented to the Cloak Manufacturers' Association of New York City at the beginning of our great struggle of 1910, namely, low wages, unreasonable night-work, work in tenements and homes; the disregard of Sundays and holidays, sub-contracting, irregular payment of wages, exacting of security, the charging for material and power, the obligation on the workers to provide their own sewing machines, have been largely remedied.

The evils of sub-contracting which enabled a large number of men, often semi-skilled, to get fat at the expense of their helpers, have been abolished. The unlimited hours of labor, seven days per week, have been stopped. The operators are no longer dragging their sewing machines from place to place, in search of employment. The garret and cellar manufacturer has almost disappeared. Foot-power has practically been done away with.

We have not as yet reached the millennium in the cloak and skirt trade. In a trade which is being constantly overrun by a ceaseless mass of immigrants from all parts of the world, subject to seasonal fluctuations and freaks of feminine fashion, there still remains a good many problems to tackle.

So rapid are the changes in our trade, that before one class of problems is solved, one difficulty overcome, innumerable other problems and difficulties creep up for solution.

Before our present form of organization arose there were practically no difficulties, no problems. The workers had to submit to the dictates of the employer or quit the job. "Order reigned in Warsaw." It was a state of industrial despotism, tempered by spasmodic strikes and revolts.

*Radical Changes Needed in the Organic Laws
of our Constitution*

Ever since our New York Convention in 1905 when for the first time I had the honor of presenting my report to the delegates of our International Union, I took the privilege of calling the attention of our members

"to the defects of our Organization..... to the loose character of the affiliation of our locals.....to the ridiculously small Per Capita paid by our locals to the International Union and to the necessity of introducing a system whereby we can minimize the number of strikes and at the same time prepare ourselves for such eventualities. Under the present constitution not only do the locals find it useless

to consult the General Office of such strikes, but they also fail to notify the General Office of such occurrences. Quite different would be the case if the International Union had a General Defence Fund and if the Locals were aware of the fact that the treasury of the General Office is at their disposal in any strike they may contemplate. They would then first have to obtain the sanction of the General Executive Board. The existence of such a fund would have a restraining effect upon both our locals and manufacturers.....This in itself will do more in building up our International Union than all other means taken together."

At the last Boston Convention I again called the delegates' attention to the fact that

"with our present system and almost complete local autonomy and the Per Capita of 2½ cents per week, the General Office has neither the authority nor the means of doing anything substantial for its locals. Confined as it is to rendering 'moral support,' something which is dimly understood by the average member, the General Office has been condemned to lead a hand to mouth existence, depending for its very existence upon the good will and caprice of a few leading men of each local."

Further on in that report, under the heading of "Radical Changes Needed in the Organizing Laws of our Constitution," my report stated,

"Ever since I assumed the office of General Secretary-Treasurer, I felt all along that as long as our locals will "enjoy" as they do now, almost complete local autonomy and our present Per Capita from which the members get no more than 'moral support' in case of need, then our International Union, however large its membership may be at any time, will never be more, to put it bluntly and frankly, than a paper organization, always depending for its very existence on the few influential members in each local and for the great bulk of our members it will never be more than a mere name."

I therefore proposed a Per Capita of eight cents a week. To quote the precise words:

"The present Per Capita to be raised to eight cents per week, three cents of which to pay the ordinary expenses of running the General Office, keeping up an adequate staff of trained organizers, and pro-

viding each member with a copy of our official Journal, and 5 cents to go for the payment of strike benefit, only when strikes have been sanctioned by the General Executive Board."

I also submitted a set of amendments to the constitution restricting the rights of the locals in calling strikes and regulating their initiation fees and dues. The question of Per Capita was supported by all of the Cloak Makers' Locals, but the convention could not come to any conclusion owing to the plea of the Waist Makers and other locals, maintaining that their members are not in a position to pay higher dues. The rest of my amendments introduced the convention had no time to deal with. The result was that we made absolutely no headway in this direction. The present constitution of the International Union and the machinery provided for carrying on strikes and lockouts, is as backward and reactionary as ever. Our Locals are still in the position of the few nobles in the countries of the middle-ages when every Lord fortified his own castle and came to the assistance of his country whenever he felt inclined to do so; or similar to the American Indians who were divided into independent tribes, so that when a few thousand united Europeans invaded the country they were easily vanquished and the entire race destroyed. The convention must therefore take measures to deal with this extraordinary situation.

The Lessons of the Cleveland Strike

Soon after the signing of the Protocol it became evident to everyone that our position in New York would not be secure until the terms of the Protocol are extended to every center of the Cloak and Suit trade. As long as the employers in other cities have the privileges of running their factories to suit their own convenience, as long as their production will not be hampered by specific hours of labor stoppages on legal holidays, scale of wages and Boards of Grievances, the non-union manufacturer will succeed in getting the non-union people to make up the orders, while our people may have the "scale" or the "prices", but not the wages nor the earnings.

With a membership of about 70,000 in good standing and with over a quarter of a million dollars in the treasuries of the various local unions, the General Executive Board yielded to the pressure from our New York members and the clamor of the locals in Cleveland and called a strike in that city last June.

It did not take us long, however, to ascertain that the leaders of the strike were in the position of generals, who were 500 miles away from the base of supplies and had to depend upon their resources to conduct this battle and upon the caprice and good will of a few secretaries and Executive Boards of the large New York locals.

It is true that we received over \$300,000 for that strike, but it came in such a way and in such manner that it disheartened and demoralized our people in Cleveland and exposed our weakness to the manufacturers. After the \$40,000 the International Union had in its treasury was exhausted, we had to go begging from local to local each week for money. The difficulty in obtaining the money was not due to the fact that the locals were unwilling to contribute, but because each local was under the impression that they were contributing more than the others. The result was that instead of concentrating all of our time and energies in Cleveland, we had to devote our time and energies to going from city to city convincing the secretaries and Executive Boards of each local that the other locals were giving an equal amount.

Even after the Executive Board decided to donate weekly a specific amount, the collection of those amounts, however, were never made in time and depended upon the caprice and good will of the secretaries and treasurers of the locals. Thus, for instance, during the time of the General Strike of the Ladies' Tailors, Local No. 38, I passed a remark at the Joint Board to the effect that a certain local had no right over a certain branch of the trade over which it claims jurisdiction. The next day when I came to collect the amount due, I was given one-half of the original amount. Then the secretaries of the other locals followed suit. This was done without warning or giving me any notice.

I finally got the original amount voted upon, but I received it five days later and half of the strikers had to wait a week for their strike pay. On another occasion it was reported by one of the members of the Executive Board of a certain local, that President Rosenberg in a speech somewhere having made some uncomplimentary remarks on the conduct of the Executive Board of his local, he therefore issued an order to the secretary to stop the supplies. "If you will not see that our Local will get what it wants, you will get no money for your Cleveland Strike."

said one Executive Board member to me on one occasion.

Thus we were at the mercy of people who have no sense of responsibility and to whom personal squabbles were of greater importance than the issue of this national struggle.

Now it is not that our secretaries or Executive Board members of our locals are worse than the average trade union official. I do not know whether other people would act differently. It is quite natural that people who are entrusted with the funds of an organization should be slow in parting with it.

Much worse than the begging of money has been the raising of funds by means of appealing through the press. This constant clamor in the newspapers about the needs and the starvation of the people in Cleveland has completely demoralized them and strengthened the determination of the Cleveland manufacturers to continue the strike. The result was that we had to instruct the people to return to work when the season was practically over and the manufacturers had no work for them. A close calculation of the monies collected for Cleveland from various sources will show that the press appeal realized from outside sources a little over \$3,000, while the shop collections in New York City among the Cloak and Skirt Makers amounted to a payment of 8 cents per member per week. When we take into consideration the fact that in certain shops the members were taxed fifty and seventy-five cents and in some instances as much as one dollar, we must admit that the great majority of the Cloak Makers in the city of New York did not contribute one cent to that strike.

Thus while in one class of shops our people were overtaxed, others were not taxed at all.

No one can doubt for one moment that if an extra assessment of 15 cents per week had been levied, that if the officers, instead of dragging every cent from New York, with constant delay in the payments, would have been in a position to transfer \$100,000 at one time to Cleveland, and if no appeals had been made, the strike would have been won and our Organization preserved and strengthened not only in Cleveland, but also in New York and every other city in the U. S.

The financial impotence of the International Union has proved disastrous not only in the city of Cleveland, but had a baneful effect on our locals in Philadelphia and Boston, the next two cities of importance in the Cloak and Skirt trade. In the city of Boston,

the Pressers' Union, Local No. 12, presented demands to the employers without the knowledge and sanction of the General Executive Board, with the result that a General Strike had been precipitated last January, just at the time when the General Office was struggling to meet its debts incurred during the Cleveland strike. In Philadelphia a strike had been called, quite a useless one by the Executive Board of Local No. 2, at the firm of Ditmar which was lost. As a result of this loss, the firm of Slapin, the former partner of Ditmar, locked-out his work people. This strike was in progress for 18 weeks and was then settled on worse terms than the firm was willing to give to the union the first few weeks of the strike. The strike cost the local over \$10,000 and the International over \$3,000. During the progress of the General Strike in Cleveland the Chicago locals called a strike at the firm of Palmers which resulted practically in the loss of the entire organization in that city.

There is no doubt in my mind that if our constitution were to remain as it is, if the International Union were to continue to be confined to wielding no more than moral influence upon its members, it must eventually result in the loss of the cloak and skirt makers' unions outside of New York and this in turn must destroy the Organization in this city.

I am well aware that by carrying out the reform advocated the General Office must assume very heavy and great responsibilities, knowing the character of our members, their exacting nature, their proneness to grumble and kick against everything that is done outside of themselves. Still, those reforms must be accomplished. It is useless for the International Union to spend its energy to organize locals when they have not got the means or power to maintain and control them.

Every one of us is aware of the fact that our unparalleled victory during the summer of 1910, was due to the fact that we took our employers by surprise. We had practically no enemies within or without our ranks. Up to that time our Organization was very insignificant. We were pitied by our friends and despised by our opponents.

Now the situation is completely reversed. Our employers are organized. They have learnt our strength, but they are commencing to find out our weaknesses. We have now a large army of enemies both inside and outside our Organization. The large mass of sub-contracting pressers who were making

from \$50 to \$100 per week or more, the head-finisher who employed women and girls for ridiculously small wages, the contractors of the cellar and the garret employer, who were doing a thriving business before the strike, are gradually being pushed out of the trade. Even their last resort, the "co-operative shops," are going out of existence by the force of the Union. The minimum wage which they must pay to their week hands and the price committees of their piece workers are constant checks on their greed. The operator to whom partiality was shown, who received 10 and 15 cents extra per garment, a fat agreement or a bonus, in order to help his employer to keep the others down, has naturally turned against us. The old conservative employee who was glad in the busy time to enjoy the "freedom" to work from 70 to 80 and 90 hours per week is also looking askance upon the new element which insist upon working 50 hours per week only. In time of peace they lie low and keep quiet, but are ready at any time to take a hand and help our enemies in time of war, as the Cleveland strike has demonstrated.

Even our position in New York City in the Cloak trade is not as strong as some of our members imagine. Too great an optimism is just as bad and dangerous as too much pessimism.

The Objection to Increased Per Capita

The two principal objections to the increase of the Per Capita are in the first place that it will entail increased dues, to most of our locals, secondly, the General Executive Board may use the funds of this Per Capita to support strikes in the unorganized branches of the Ladies' Garment trade. The first contention is in the main true. It is true that the increased Per Capita will necessitate increased dues in most of the Locals, but it is time that the members realized that the dues which they are paying are too small to maintain an organization and to enable them to get what they expect from it. After all a union cannot give its members something for nothing.

Our Organization cannot be an exception. It must be guided by the experience of the trade union movement of this and other countries, which proves conclusively that only organizations with high dues and high Per Capita can maintain their position and become permanent Institutions.

As to the fear of using the funds for unorganized trades this is entirely groundless. As a matter of fact, under the present system the funds of the members are more apt to be used for unorganized trades than if the laws of the International Union provided that each member in good standing, say for continuous six months, should when out on strike get a specific amount. Under a system of strike benefit paid direct by the General office the General Executive Board could not spend a cent in assisting strikes of unorganized workers. At present we give donations and the locals distribute the same at their pleasure, to union and non-union workpeople. With a special strike fund, however, no one would be able to receive one cent of this amount unless he or she is in good standing. Under such new arrangements the members will receive in time of strike whatever they have contributed, or saved for that purpose.

The trouble is that the radicalism of some of our members consists in words only and not in action. In order to make our organization militant and able to give battle at any time, two things are essential, namely: concentration of power and ample funds. And this, it seems, they are not inclined to provide. Tall talk will not frighten our employers. Strong words and a weak organization will not gain us anything. On the contrary, a reasonable attitude with a strong determination and a powerful organization behind it will have the desirable effect upon the employers. Strong talk is merely a sign of weakness and not of strength. Only irresponsible and weak organizations can indulge in "revolutionary" talk in dealing with the employer. When such an organization is finally put to the test it must either back down or suffer defeat. Really strong and militant organizations are always cautious with their statement and moderate in their language, but determined and unflinching in their resolutions.

The Strike of Local No. 82

The strike at the Kalamazoo Corset Company which was called February 29th resulted in a veritable class war in that city, between the Kalamazoo Corset Company with its capitalist backers, judges and city authorities on the one hand and the members of our Local and organized labor on the other. The strike was called because when Miss Casey, the Contract Committee of Local No. 82 and myself presented an agreement on February 28th, 1912, when the old agreement expired,

calling for shorter hours and higher wages, the employer called down twelve members of the local that evening, consisting of the Executive Board, Contract Committee and other officers and discharged them for disloyalty to the Company. Mr. Hatfield, the manager, informed us that the wages which the girls were receiving were the highest the Company could afford and that they will not run their factory if they have to deal with unions or committees of any form. During my conversation with Mr. Hatfield, it appeared to me that the management of the factory was very lax, and in need of discipline. Some girls would get the good positions and work by the week and report to work at any hour and as a whole had a very easy time, while the bulk of the women there were working for ridiculously small wages. The best piece worker could not average more than \$7.00 or \$8.00 per week, working 54 hours. When I visited Kalamazoo two months later, Miss Casey handed to me a set of affidavits sworn by the members of the Union in that factory. After reading the same, I immediately understood the reason for the lack of discipline and favoritism in that factory. From those affidavits it appeared that the management of that concern is run by superintendents, some of them diseased and filthy and whose minds are occupied more with carnal pleasure than with the business of the firm. On one floor about 300 people were using one wash towel which was used by a person who resigned when Miss Casey called attention to the necessity of medical inspection. According to the Report of the State Reformatory for Women of Mich., the majority of women who are treated at this Institution come from the City of Kalamazoo. According to one physician of Kalamazoo he has treated over 80 cases of syphilis coming from that factory. Even some of the "good and moral people" who are interested in the stoppage of white slavery and some of the clergymen are lining up with the owners of this filthy and diseased factory. It appears where the question of Capital and labor is involved, the better class will always line up with the interests of their class and the reformers who will be out hunting for cadets will sympathize with the Captain of the Industry if that Industry is carried on under circumstances which produces evils much greater than that of White Slavery. A temporary injunction, issued by Judge Knappen, which lasted several months, the sentencing of our members

to jail including Brother J. Wood, who never was near the factory during the time picketing was going on, shows what form of spiteful persecution a judge will allow himself to adopt, when he is afraid that his "ukase" was disregarded and his personal dignity impaired. Yet organized labor has been agitating against this injunction ever since it began to be practiced by the courts. The evil of the injunction like a contagious disease has been spreading from court to court instead of abating. Organized labor will have to take more drastic measures to fight this injunction business than it has adopted heretofore.

Let the American Federation of Labor call a conference of all labor organizations, affiliated or not, and then decide to give notice to Congress that unless Organized Labor will be relieved from injunction abuses, they will call a general strike of all the trades throughout the country. This will be a more effective measure than all politics. It seems that Labor so far is hopelessly divided on political matters. Even the Socialists are divided into two parties. They are all, however, united on the injunction question and the extension of the Sherman anti-Trust Law to labor organizations.

They are united on that, why not strike on it?

The Kalamazoo Corset Workers have issued a call to Organized Labor all over the country to rally now and take effective steps on this important issue. Mass-Meetings at Grand Rapids, Detroit, Davenport, Iowa, and many other cities have been arranged. Mr. Ellis, Mayor of Grand Rapids, has taken up the cause, presiding at Michigan meetings of protest. He will be the principal speaker on the subject of "Government by Injunction" at a huge mass-meeting at Kalamazoo, Sunday, June 2, and thus start the ball rolling. Contributions for the campaign should be sent to Mr. Homer Waterman, Secretary Michigan Federation of Labor, 123 E. Main St., Kalamazoo, Mich., and every one interested, should join the work of getting up mass-meetings of protest, and of action in conjunction with the Michigan Federation.

The Proposed Protocol Label

Hitherto our International Union took very little interest in the promotion of our label. For experience has taught us that the game is not worth the candle. The abandonment of the Cleveland strike and the agitation by our

committees in the middle Western States has changed the situation somewhat. As will be seen from the report of Miss Gertrude Barnum, the chairman of this committee, we have succeeded in most places in arousing the sentiment of the public in favor of buying garments made under protocol conditions. The purchasing public are willing to avoid Cleveland made garments, yet they have no means of giving effect to their feelings, since it is impossible for them to identify Protocol or non-Protocol goods. Therefore a label which would distinguish one from the other is desirable. I have made several attempts during the past two years to place our label with some reputable firms, but without success. On the other hand the Cloak, Suit and Skirt Manufacturers' Protective Association are willing to adopt a label to be issued by the Joint Board of Sanitary Control under the auspices of the International Union and the Manufacturers' Protective Association. So far we could not carry this into effect owing to what appears to be quite groundless opposition amongst our own people to this plan. The idea of a "Protocol White Label" has been endorsed by President Gompers and welcomed by every prominent Trade Unionist I came into contact with. This convention should pronounce an opinion whether it is in favor of entering into such an undertaking with the Manufacturers' Association.

Equalizing Conditions of Labor Throughout the Industry

Hitherto the conditions of labor which each Local union demanded from the employers was merely a local question. Our organization was so small that whatever was granted by a particular employer had no effect upon the trade in general. Since the signing of the Protocol, the conditions have been entirely reversed and the economic conditions demand that whatever the hours of labor agreed upon, the number of legal holidays and the rate of renumeration enforced in one city or in one center of our trade, the same should also be obtainable in other manufacturing centers. It is therefore desirable that the convention should go on record as to what is a working day, what the union hours and also the number of legal holidays to be observed. It is no more a question of this or that local. If our Union demands ten legal holidays the same should be obtainable outside of New York. Why should the New York manufac-

turers be penalized? Why should their work people stop several days in the height of the season while the union people in other cities have the privilege of working?

The Composition of the General Executive Board

With the growth of our International Union we found that the work of the General Executive Board has been accumulating extensively. It could not do its work satisfactorily because some of our Vice-Presidents are paid officers of Local Unions and could naturally, devote very little time to the duties of the G. E. B. Others who are working in the shop were even less than the others in a position to attend to the work of the Board. On the other hand, experience has taught us that it is highly desirable for an organizer to be a Vice-President and a member of the Board. The efficiency of an organizer depends a great deal upon the influence he can wield upon the people and members he comes in contact with. This efficiency is always immeasurably increased when the General Organizer is also a Vice-President of the International Union. I therefore propose that our General Executive Board should consist of 15 members including a General Secretary-Treasurer, President and five Vice-Presidents who should also be General Organizers of the International Union. The Board should have the power to appoint special organizers when needed. Thus seven members of the Board would be at the disposal of the International Union to attend to its work which is daily accumulating.

Protection of the Funds of the General Office

Guided by the experience of the past two years I came to the conclusion that the auditing of the large sums going through the General Office cannot be done by the members of the General Executive Board. This work is too complicated to be done by anyone but an expert accountant. I therefore recommend that the General Executive Board should appoint or hire an expert accountant to revise the books and accounts every month and issue a statement. The average auditing committee can only be useful in an organization consisting of a few hundred members, but in a large organization it is a farce. From the report of the accountants attached to this report you will see that several errors have been made by the clerical staff which have

been overlooked by the auditing committees. It required an expert accountant to correct them.

I would also recommend that we omit from Article 6, Section 14, relative to the admittance of Japanese and Chinese. This clause is unconstitutional, for our constitution already states that we bar no members whatever creed or race. There is, however, no danger of Japanese invading our trade, nor is that part of the constitution barring persons able to hire and discharge, suitable for our Organization. A large number of our people work with helpers and thus hire and discharge. If this section should have to be enforced it would mean that our International Union would have to be abandoned. It is useless to have laws which cannot be enforced, nor is there any reason for a member when he becomes a foreman to retire.

The Revocation of the Charter of Local 38

The General Executive Board in a special report will submit to you an extensive statement as to the cause which led to the revocation of the charter of Local No. 38.

I want, however, to say a few words in reference to my own conduct in this affair.

Ever since I began to call the attention of Local No. 38 to the illegality of their policy of "direct action"; of justifying the calling and threatening of shop strikes and thus breaking their agreements with their manufacturers, they contended in justification of such a policy, that unlike the cloak manufacturers, they are not dealing with responsible employers; that their members have no other means of getting justice from them except by "holding them up" and presenting an ultimatum without going through the process of Board of Grievances or Board of Arbitrations. They further contended that the General Executive Board, not being ladies' tailors, do not know the situation and are advocating a policy which may hold good in the cloak and skirt industry, but will not do in the ladies' tailoring trade. I then advised them, if that is the case, to agree to give proper notice to their employers, that the Protocol is abrogated and to submit the same to the members for ratification, then they can call as many strikes as they find necessary. They agreed with me on this proposition. Yet, at a special meeting of their Executive Board they came to the conclusion that it is for the interest of the Organization to uphold the Protocol, but at this very meeting

they decided to call a strike at the firm of Stein & Blaine. The humor or the tragedy of the situation is, that Mr. Harrison, the head of that firm, has been the first to become converted to the idea of Collective Bargaining and Recognition of the Union. It is he who succeeded after a great deal of hard work, in converting the leading manufacturers in this trade to the idea of Collective Agreement. Yet this firm suffered the most by the illegal action on the part of his employees.

The contention of the Executive Board of Local No. 38 that the Merchants' Society of Ladies' Tailors do not hold their agreement and that they are therefore compelled to advocate a policy of "direct action," is not well founded. It is true that some of the members of the Merchants' Society of Ladies Tailors did not live up to the agreement. The same is equally true of the members of our organization, who do not live up to the union rules. I can, however, positively state that the Merchants' Society of Ladies' Tailors have done their very utmost to carry out the letter and the spirit of the Protocol. Thus, they have disciplined one of their members who was found guilty of working Saturday afternoon. Their members of the Board of Grievances have on several occasions voted with the union to reinstate discharged employees and to pay them for lost time. Local No. 38 on the contrary have compensated their officers, who were guilty of being instrumental in breaking their agreements with the employers, by electing them to pecuniary offices. They also insisted that those very members who were fomenting shop strikes in defiance of the Board of Grievances should also be members of the Board of Grievances, to "spite the bosses" as they called it. It is useless to contend that the Merchants' Society break their agreement with an organization that does not believe in Trade Agreements. I have not as yet heard of any employer signing an agreement with a union which entails concession on his part of everything the individual employee demands. This is practically what the members of Local No. 38 in reality understand by a Trade Agreement.

Although for over a month the committee appointed by the General Executive Board at its last Quarterly Meeting, had the right to revoke the charter of Local No. 38, we were not in a hurry to exercise that right, for we thought it advisable to leave it to the convention. Even after we received formal com-

plaints from the Merchants' Society of Ladies' Tailors charging the local with willfully and deliberately breaking their agreements with them, we were not inclined to take action but decided to leave the matter to the convention. When, however, after the people in Madame Thurn's shop called a strike on May 14, I inserted an advertisement in the "Forward" to the effect that this strike has been called without the sanction of the Local, the Local Executive found it necessary to insert an advertisement in the same newspaper for several days to the effect that my statement in the press is unwarranted, we then gave them an ultimatum either to repudiate the strike at Madame Thurn's through the press and discipline their members or be expelled. This their Executive Board refused. Their charter was accordingly revoked.

Mr. Goodman, President of the Merchants' Society of Ladies' Tailors, spoke to me over the telephone and assured me that his Society stands by the agreement of the International Union and that they are willing to maintain union shops and live up to the provisions of the Protocol providing we will furnish them with union employees. He asked me whether I was in a position to furnish such help. I told him that this will be done as soon as we will succeed in organizing such a local. We, therefore, inserted an advertisement in the "Forward" asking the Ladies' Tailors of New York to join a new local of the International. To facilitate matters I called upon Mr. Roseman, organizer of Local No. 38, and advised him to arrange to have their Executive Board meet with the General Executive Board and apply for a charter and there and then organize the old union under a new charter. He agreed to that and such a meeting was held at the General Office. Their committee came to the office but demanded that the Local be reinstated and their delegates seated at the convention, and the matter of the new charter went no further.

We have abandoned the attempt to organize a new local, for it soon became evident to us that as long as the Ladies' Tailors of this city will be imbued with the same ideas and methods of unionism which brought about the present crisis, the re-organization of that local union would bring about the same conditions. A new charter or another name will not change matters.

Not until the rank and file of the former Local No. 38 will become convinced that no organization can be under the jurisdiction of

the International Union that is not willing or cannot maintain discipline in its ranks and make its members live up to the fundamental principles of unionism, can a change for the better take place.

The frequent stoppages of work after the General Strike in New York City amongst the cloak makers have had a baneful effect upon the Cleveland manufacturers and have encouraged them in their stubborn fight against our International Union. The conduct of the Executive Board of Local No. 38 had a similar effect on the members of the Waist and Dress Manufacturers' Association, with whom we were negotiating last January for the establishment of the same relations existing between the Cloak and Skirt Makers and the Manufacturers' Association, of this city.

The present dispute of former Local No. 38 is practically a fight between the General Executive Board and its conception of unionism and that of the Executive Board of Local No. 38 and its ideas of conducting a union

on a system of "direct action" and at the same time expect the employers to recognize and enter into agreements with the Union.

I do not doubt for a moment whose action the convention will justify and what method of conducting an organization they will approve of.

In conclusion let me say, that great as the difficulties and problems before us are, I do not doubt for one moment that we will finally solve them satisfactorily to the great mass of our members. The same faith and same religious fervor, the same energy and determination which brought the huge mass of the pessimistic and demoralized hopeless work people under our banner on June 7th, 1910, is still within our Organization. It is this determination and belief in the possibilities of the masses that will eventually make our International Union a permanent institution working steadily for the economic and social advancement of the great mass of the Ladies' Garment Workers of the North American Continent.

PAYMENTS BY LOCALS FROM MAY 1, 1910, TO MAY 1, 1912

	1910-1911	1911-1912	Total
Local 1.—Cloak Operators' Union of New York, N. Y.:			
Due Stamps.....	\$10,210.00	\$12,550.00	\$22,760.00
Supplies.....	1,100.40	203.10	1,303.50
General Assessments.....		4,655.00	4,655.00
Donations.....	25.00	34,925.00	34,950.00
Death Benefit Assessments..	11.50	13.00	24.50
			\$63,693.00
Local 2.—Cloak and Skirt Makers of Philadelphia, Pa.:			
Due Stamps.....	\$515.00	\$1,375.00	\$1,890.00
Supplies.....	94.45	98.35	192.80
General Assessments.....		500.00	500.00
Donations.....		6,028.50	6,028.50
Death Benefit Assessments..	39.00	12.50	51.50
			\$8,662.80
Local 4.—Cloak Makers' Union of Baltimore, Md.:			
Due Stamps.....	\$209.00	\$280.00	\$489.00
Supplies.....	19.65	37.20	56.85
General Assessments.....	74.00	100.00	174.00
Donations.....	5.00	404.00	409.00
Death Benefit Assessments..	3.50	3.00	6.50
			\$1,135.35

	1910-1911	1911-1912	Total
Local 8.—Cloak Makers of San Francisco, Cal.:			
Due Stamps.....	\$18.20	\$50.00	\$68.20
Supplies.....	12.98	9.70	22.68
General Assessments.....	.....	12.50	12.50
Donations.....	.....	152.60	152.60
Charter Fee.....	10.00	.....	10.00
			\$266.98
Local 9.—Cloak and Suit Tailors of New York, N. Y.:			
Due Stamps.....	\$14,110.00	\$17,250.00	\$31,360.00
Supplies.....	1,860.88	292.25	1,152.12
General Assessments.....	.....	7,000.00	7,000.00
Donations.....	35.00	39,800.00	39,835.00
Death Benefit Assessments..	14.50	15.50	30.00
			\$80,378.13
Local 10.—Amalgamated Ladies' Garment Cutters of New York, N. Y.:			
Due Stamps.....	\$2,700.80	\$4,620.90	\$7,321.70
Supplies.....	586.36	6.20	592.66
General Assessments.....	.....	1,750.00	1,750.00
Donations.....	25.00	7,525.00	7,550.00
Death Benefit Assessments..	1.50	15.00	16.50
			\$17,340.86
Local 11.—Cloak and Skirt Makers of Brownsville, N. Y.:			
Due Stamps.....	\$1,862.50	\$1,900.00	\$3,762.50
Supplies.....	223.40	41.20	265.20
General Assessments.....	.....	750.00	750.00
Donations.....	.....	4,160.00	4,160.00
Fine.....	5.00	.....	5.00
Premium on Bond.....	.....	3.00	3.00
			\$8,945.70
Local 12.—Cloak Pressers' Union of Boston, Mass.:			
Due Stamps.....	\$170.00	\$210.00	\$380.00
Supplies.....	9.20	3.88	13.08
General Assessments.....	150.00	11.00	161.00
Donations.....	.....	22.50	22.50
			\$576.58
Local 13.—Cloak and Skirt Pressers of Montreal, Can.:			
Due Stamps.....	\$41.00	\$230.00	\$271.00
Supplies.....	15.25	47.50	62.75
General Assessments.....	.....	62.50	62.50
Donations.....	.....	285.00	285.00
Charter Fee.....	10.00	.....	10.00
			\$691.25
Local 14.—Cloak Makers of Toronto, Ont.:			
Due Stamps.....	\$117.50	\$755.00	\$872.50
Supplies.....	59.00	99.56	158.56
General Assessments.....	.....	300.00	300.00
Death Benefit Assessments..	1.00	.....	1.00
Charter Fee.....	10.00	.....	10.00
			\$1,342.06

	1910-1911	1911-1912	Total
Local 15.—Ladies' Waist Makers of Philadelphia, Pa.:			
Due Stamps.....	\$225.00	\$70.00	\$395.00
Supplies.....	11.80	7.00	18.80
General Assessments.....	56.50	6.50	63.00
Donations.....	.....	30.00	30.00
			<hr/> \$506.80
Local 16.—Ladies' Garment Cutters of St. Louis, Mo.:			
Due Stamps.....	\$20.00	\$35.00	\$55.00
Supplies.....	1.80	2.10	3.90
General Assessments.....	23.00	.....	23.00
Donations.....	5.00	.....	5.00
			<hr/> \$86.90
Local 17.—Peefer Makers' Union of New York, N. Y.:			
Due Stamps.....	\$2,558.07	\$2,600.00	\$5,158.07
Supplies.....	292.10	98.55	390.65
General Assessments.....	.....	900.00	900.00
Donations.....	.....	3,041.25	3,041.25
Death Benefit Assessments..	13.50	7.00	20.50
			<hr/> \$9,510.47
Local 18.—Skirt Makers of St. Louis, Mo.:			
Due Stamps.....	\$26.00	\$65.00	\$91.00
Supplies.....	8.75	13.58	22.33
General Assessments.....	.....	25.00	25.00
Donations.....	.....	30.00	30.00
Charter Fee.....	10.00	.....	10.00
			<hr/> \$178.33
Local 19.—Cloak and Suit Cutters of Montreal, Can.:			
Due Stamps.....	\$8.00	\$35.00	\$43.00
Supplies.....	5.93	1.00	6.93
General Assessments.....	.....	12.50	12.50
Donations.....	.....	25.00	25.00
Charter Fee.....	10.00	.....	10.00
			<hr/> \$97.43
Local 20.—Raincoat Makers of New York, N. Y.:			
Due Stamps.....	\$295.00	\$540.00	\$835.00
Supplies.....	85.60	33.90	119.50
General Assessments.....	.....	200.00	200.00
Donations.....	.....	50.00	50.00
Death Benefit Assessments..	1.00	.....	1.00
Charter Fee.....	10.00	.....	10.00
			<hr/> \$1,216.60
Local 21.—Ladies' Tailors and Cloakmakers of Newark, N. J.:			
Due Stamps.....	\$210.00	\$125.00	\$335.00
Supplies.....	43.50	18.70	62.20
General Assessments.....	67.00	.....	67.00
Donations.....	3.00	.....	3.00
Death Benefit Assessments..	.50	.....	.50
			<hr/> \$462.70

	1910-1911	1911-1912	Total
Local 22.—Ladies' Garment Workers of New Haven, Conn.:			
Due Stamps.....	\$10.00	\$55.00	\$65.00
Supplies.....	5.80	9.59	15.39
Charter Fee.....	10.00	.....	10.00
General Assessments.....	.....	27.50	27.50
			<u>\$117.89</u>
Local 23.—Skirt Makers' Union of New York, N. Y.:			
Due Stamps.....	\$8,300.00	\$9,075.00	\$17,375.00
Supplies.....	1,121.20	176.70	1,297.90
General Assessments.....	.....	3,750.00	3,750.00
Donations.....	15.00	24,200.00	24,215.00
Death Benefit Assessments..	10.00	8.50	18.50
Premium on Bond.....	10.00	.....	10.00
			<u>\$46,661.40</u>
Local 24.—Skirt Makers' Union of Philadelphia, Pa.:			
Due Stamps.....	\$15.00	.....	\$15.00
General Assessments.....	74.00	.....	74.00
Donations.....	295.00	.....	295.00
			<u>\$484.00</u>
Local 25.—Ladies' Waist Makers' Union of New York, N. Y.:			
Due Stamps.....	\$6,060.00	\$4,100.00	\$10,160.00
Supplies.....	406.30	341.00	747.30
General Assessments.....	.....	275.00	275.00
Donations.....	.....	325.00	325.00
			<u>\$11,507.30</u>
Local 26.—Cloak Makers' Union of Cleveland, O.:			
Due Stamps.....	\$460.00	\$205.00	\$665.00
Supplies.....	36.15	24.90	61.05
General Assessments.....	267.25	.....	267.25
Donations.....	253.30	.....	253.30
Death Benefit Assessments..	13.00	.....	13.00
			<u>\$1,259.60</u>
Local 27.—Skirt Makers of Cleveland, O.:			
Due Stamps.....	\$225.00	\$125.00	\$350.00
Supplies.....	33.55	20.45	54.00
General Assessments.....	162.00	.....	162.00
Donations.....	112.35	10.00	122.35
Death Benefit Assessments..	1.00	.....	1.00
			<u>\$690.35</u>
Local 28.—Ladies' Garment Workers of Passaic, N. J.:			
Due Stamps.....	\$10.00	\$45.00	\$55.00
Supplies.....	8.75	1.05	9.80
Charter Fee.....	10.00	.....	10.00
			<u>\$74.80</u>
Local 29.—Cloak and Skirt Finishers of Cleveland, O.:			
Due Stamps.....	\$12.50	\$80.00	\$92.50
Supplies.....	5.73	71.50	77.23
Charter Fee.....	10.00	.....	10.00
			<u>\$179.73</u>

	1910-1911	1911-1912	Total
Local 30.—Ladies' Tailors and Dressmakers of Albany, N. Y.:			
Due Stamps.....	\$25.40	\$25.00	\$50.40
Supplies.....	9.51	1.70	11.21
General Assessments.....	.....	10.00	10.00
Donations.....	.....	7.00	7.00
Charter Fee.....	10.00	.....	10.00
			<u>\$88.61</u>
Local 31.—Cloak and Skirt Pressers of St. Louis, Mo.:			
Due Stamps.....	\$68.80	\$125.00	\$193.80
Supplies.....	30.85	7.00	37.95
General Assessments.....	.....	75.00	75.00
Death Benefit Assessments..	.....	1.50	1.50
Charter Fee.....	10.00	.....	10.00
			<u>\$318.15</u>
Local 32.—Underwear Workers of Peekskill, N. Y.:			
Due Stamps.....	\$50.00	\$50.00	\$100.00
Supplies.....	16.05	5.00	21.05
General Assessments.....	35.00	21.00	56.00
Donations.....	.....	7.00	7.00
			<u>\$184.05</u>
Local 33.—Ladies Custom Tailors of Atlantic City, N. J.:			
Due Stamps.....	\$15.00	\$15.00	\$30.00
Supplies.....	1.76	2.67	4.42
Donations.....	.....	12.00	12.00
			<u>\$46.42</u>
Local 34.—Ladies' Custom Tailors of Baltimore, Md.:			
Due Stamps.....	\$85.00	\$55.00	\$140.00
Supplies.....	2.63	3.00	5.63
General Assessments.....	40.00	25.00	65.00
Donations.....	.....	26.50	26.50
			<u>\$237.13</u>
Local 35.—Cloak Pressers of New York, N. Y.:			
Due Stamps.....	\$7,280.00	\$9,830.00	\$17,110.00
Supplies.....	684.80	222.05	906.85
General Assessments.....	.....	3,750.00	3,750.00
Donations.....	10.00	22,670.25	22,680.25
Death Benefit Assessments..	8.00	8.00	16.00
Bond Premium.....	10.00	.....	10.00
			<u>\$44,473.10</u>
Local 36.—Ladies Tailors and Dressmakers of Boston, Mass.:			
Due Stamps.....	\$90.00	\$90.00	\$180.00
Supplies.....	8.41	7.71	16.12
General Assessments.....	.....	35.00	35.00
Donations.....	100.00	25.00	125.00
			<u>\$356.12</u>
Local 37.—Pressers' Union of Cleveland, O.:			
Due Stamps.....	\$250.00	\$115.00	\$365.00
Supplies.....	43.75	28.50	72.25
General Assessments.....	80.00	.....	80.00
Donations.....	.....	10.00	10.00
			<u>\$527.15</u>

	1910-1911	1911-1912	Total
Local 38.—Ladies' Tailors' Union of New York, N. Y.:			
Due Stamps.....	\$1,560.00	\$2,800.00	\$4,360.00
Supplies.....	277.85	210.25	487.60
General Assessments.....	65.00	1,000.00	1,065.00
Donations.....	353.00	2,980.00	3,222.00
Death Benefit Assessments..	2.50	16.50	19.00
Premium on Bond.....		6.80	6.80
			\$9,271.40
Local 39.—Petticoat Makers of New York, N. Y.:			
Due Stamps.....	\$37.50	\$15.00	\$52.50
Supplies.....	6.30	8.90	15.20
General Assessments.....	15.00	.....	15.00
			\$82.70
Local 40.—Ladies' Tailors of Springfield, Mass.:			
Due Stamps.....	\$20.00	.....	\$20.00
Supplies.....	10.30	\$0.49	10.79
Charter Fee.....	10.00	.....	10.00
			\$40.79
Local 41.—Wrapper and Kimono Makers of New York, N. Y.:			
Due Stamps.....	\$395.00	\$550.00	\$945.00
Supplies.....	76.55	57.47	124.02
General Assessments.....	.....	35.00	35.00
Donations.....	.....	25.00	25.00
Premium on Bond.....	.....	2.08	2.08
			\$1,141.10
Local 42.—Cloak Cutters of Cleveland, O.:			
Due Stamps.....	\$170.00	\$35.00	\$205.00
Supplies.....	12.06	4.95	17.01
General Assessments.....	39.00	.....	39.00
Donations.....	.....	10.00	10.00
Death Benefit Assessments..	.50	.....	.50
			\$271.51
Local 43.—Ladies' Tailors of Philadelphia, Pa.:			
Due Stamps.....	\$77.00	\$50.00	\$127.00
Supplies.....	25.20	5.55	30.75
General Assessments.....	10.00	25.00	35.00
Donations.....	2.00	29.45	31.45
			\$221.20
Local 44.—Cloak Makers' of Chicago, Ill.:			
Due Stamps.....	\$561.00	\$405.00	\$966.00
Supplies.....	109.45	20.80	120.25
General Assessments.....	105.00	.....	105.00
Donations.....	40.00	125.00	165.00
Death Benefit Assessments..	8.00	.50	.50
			\$1,374.75

	1910-1911	1911-1912	Total
Local 45.—Dress Makers of Syracuse, N. Y.:			
Due Stamps.....	\$18.25	\$45.00	\$63.25
Supplies.....	.65	7.42	8.07
General Assessments.....	10.00	16.00	26.00
			<u>\$97.32</u>
Local 46.—Ladies' Garment Workers of Philadelphia, Pa.:			
General Assessments.....	\$15.00	.....	\$15.00
Local 47.—Ladies' Tailors of Denver, Colo.:			
Due Stamps.....	\$37.50	\$20.00	\$57.50
Supplies.....	8.98	5.61	12.59
General Assessments.....	25.00	4.50	29.50
Donations.....	4.75	15.00	19.75
			<u>\$119.34</u>
Local 48.—Ladies' Garment Cutters of Cincinnati, O.:			
Due Stamps.....	\$32.60	\$55.00	\$87.60
Supplies.....	4.25	1.80	6.15
General Assessments.....	.....	20.00	20.00
Donations.....	.....	5.00	5.00
Charter Fee.....	10.00	.....	10.00
			<u>\$128.75</u>
Local 49.—Waist Makers of Boston, Mass.:			
Due Stamps.....	\$31.20	\$50.00	\$81.20
Supplies.....	24.52	4.25-	28.77
General Assessments.....	8.50	18.50	27.00
Donations.....	.....	11.00	11.00
			<u>\$147.97</u>
Local 50.—Misses' and Children's Dress Makers of Brownsville, N. Y.:			
Due Stamps.....	\$180.00	\$230.00	\$410.00
Supplies.....	22.77	30.68	53.45
General Assessments.....	.....	30.00	30.00
			<u>\$493.45</u>
Local 51.—Ladies' Shirt Waist Makers of Newark, N. J.:			
Due Stamps.....	\$4.30	.....	\$4.30
Local 52.—Ladies' Tailors of Los Angeles, Cal.:			
Due Stamps.....	\$29.20	\$70.00	\$99.20
Supplies.....	3.85	13.80	17.65
General Assessments.....	.....	35.00	35.00
Donations.....	.....	7.50	7.50
Charter Fee.....	10.00	.....	10.00
			<u>\$169.35</u>
Local 53.—Cloak and Skirt Cutters of Philadelphia, Pa.:			
Due Stamps.....	\$29.20	\$116.00	\$144.20
Supplies.....	14.74	5.83	20.57
General Assessments.....	.....	50.00	50.00
Donations.....	.....	100.00	100.00
Charter Fee.....	10.00	.....	10.00
			<u>\$324.77</u>

	1910-1911	1911-1912	Total
Local 54.—Bonnar Embroiderers' Union of New York, N. Y.:			
Due Stamps.....	\$17.70	\$5.00	\$22.70
Supplies.....	8.75	4.00	12.75
Charter Fee.....	10.00	....	10.00
			\$45.45
Local 55.—Silk Suit and Waist Makers' Union of Philadelphia, Pa.:			
Due Stamps.....	\$45.00	\$75.00	\$120.00
Supplies.....	8.00	14.40	22.40
General Assessments.....	25.00	100.00	125.00
			\$267.40
Local 56.—Cloak and Skirt Makers of Boston, Mass.:			
Due Stamps.....	\$570.00	\$695.00	\$1,265.00
Supplies.....	58.30	36.95	95.25
General Assessments.....	285.00	164.75	449.75
Donations.....	100.00	187.20	287.20
Death Benefit Assessments..	1.50	1.00	2.50
Premium on Bond.....	....	2.66	2.66
			2,102.36
Local 57.—Ladies' Garment Workers of Milwaukee, Wis.:			
Due Stamps.....	\$5.00	\$5.00	\$10.00
Supplies.....	5.85	3.25	9.10
Death Benefit Assessments..	....	.50	.50
			\$19.60
Local 58.—Cloak Makers' Union of Philadelphia, Pa.:			
Due Stamps.....	\$195.00	....	\$195.00
Supplies.....	19.00	....	19.00
General Assessments.....	200.00	....	200.00
Donations.....	205.00	....	205.00
			\$619.00
Local 59.—Ladies' Garment Workers of Washington, D. C.:			
Charter Fee.....	\$10.00	....	\$10.00
Local 60.—Ladies' Tailors of Troy, N. Y.:			
Due Stamps.....	\$8.00	\$30.00	\$38.00
Supplies.....	4.22	3.92	8.14
General Assessments.....	....	15.00	15.00
Donations.....	....	3.00	3.00
Charter Fee.....	10.00	....	10.00
			\$74.14
Local 61.—Cloak and Skirt Pressers of Montreal, Can.:			
Due Stamps.....	\$15.00	\$55.00	\$70.00
Supplies.....	8.00	5.50	13.50
General Assessments.....	....	17.50	17.50
Donations.....	....	50.00	50.00
Death Benefit Assessments..	.50	....	.50
Charter Fee.....	10.00	....	10.00
			\$161.50

	1910-1911	1911-1912	Total
Local 62.—White Goods Workers of New York, N. Y.:			
Due Stamps.....	\$40.00	\$160.00	\$200.00
Supplies.....	18.45	46.80	60.25
Donations.....	.....	15.00	15.00
			\$275.25
Local 63.—Cloak Makers of Cincinnati, O.:			
Due Stamps.....	\$152.25	\$260.00	\$412.25
Supplies.....	30.60	17.10	47.70
General Assessments.....	80.00	112.50	192.50
Donations.....	136.80	.....	136.80
Death Benefit Assessments..	.50	.....	.50
			\$789.75
Sub-Local 63.—Cloak Makers of Cincinnati, O.:			
Due Stamps.....	\$120.00	\$70.00	\$190.00
Supplies.....	11.05	3.89	14.94
General Assessments.....	34.00	.....	34.00
Donations.....	.....	5.00	5.00
			\$243.94
Local 64.—Buttonhole Makers of New York, N. Y.:			
Due Stamps.....	\$382.50	\$635.00	\$917.50
Supplies.....	58.22	14.31	72.53
General Assessments.....	.....	200.00	200.00
Death Benefit Assessments..	1.00	.50	1.50
			\$1,191.53
Local 65.—Cloak and Suit Pressers of Philadelphia, Pa.:			
Due Stamps.....	\$30.00	.....	\$30.00
Supplies.....	8.83	.....	8.83
General Assessments.....	45.00	.....	45.00
Donations.....	3.00	.....	3.00
			\$86.83
Local 66.—Ladies' Garment Workers of Carmel, N. J.:			
Due Stamps.....	\$5.00	.....	\$5.00
General Assessments.....	10.00	.....	10.00
Donations.....	.....	15.00	15.00
			\$30.00
Local 67.—Cloak and Skirt Makers of Toledo, O.:			
Due Stamps.....	\$175.00	\$200.00	\$375.00
Supplies.....	39.75	13.60	53.35
General Assessments.....	85.50	87.50	173.00
Donations.....	22.00	1,891.00	1,913.00
Premium on Bond.....	.....	1.13	1.13
			\$2,515.48
Local 68.—Cloak and Skirt Pressers of Brownsville, N. Y.:			
Due Stamps.....	\$390.00	\$495.00	\$885.00
Supplies.....	37.85	14.50	52.35
General Assessments.....	.....	200.00	200.00
Donations.....	.....	150.00	150.00
			\$1,287.35

	1910-1911	1911-1912	Total
Local 69.—Cloak and Suit Finishers of Philadelphia, Pa.:			
Due Stamps.....	\$73.00	\$210.00	\$283.00
Supplies.....	18.95	23.01	41.96
General Assessments.....	.....	50.00	50.00
Donations.....	.....	90.00	90.00
			<u>\$464.96</u>
Local 70.—Misses' and Children's Dress Makers of New York, N. Y.:			
Due Stamps.....	\$12.50	.....	\$12.50
Supplies.....	4.50	.....	4.50
General Assessments.....	5.50	.....	5.50
			<u>\$22.50</u>
Local 71.—Ladies' Tailors of Chicago, Ill.:			
Due Stamps.....	\$153.00	\$345.00	\$498.00
Supplies.....	59.20	28.00	87.20
General Assessments.....	61.00	75.00	136.00
Donations.....	10.00	50.00	60.00
			<u>\$781.20</u>
Local 72.—Dress Makers of Brownsville, N. Y.:			
Due Stamps.....	\$129.00	\$185.00	\$314.00
Supplies.....	28.64	15.67	44.31
Donations.....	.....	25.00	25.00
Charter Fee.....	10.00	.....	10.00
			<u>\$393.31</u>
Local 73.—Amalgamated Ladies' Garment Cutters of Boston, Mass.:			
Due Stamps.....	\$55.00	\$60.00	\$115.00
Supplies.....	8.63	3.50	12.13
General Assessments.....	.....	35.00	35.00
Donations.....	.....	155.00	155.00
Charter Fee.....	10.00	.....	10.00
			<u>\$327.13</u>
Local 74.—Ladies' Garment Workers of Hartford, Conn.:			
Due Stamps.....	\$110.00	.....	\$110.00
Supplies.....	38.72	1.00	39.72
Charter Fee.....	10.00	.....	10.00
			<u>\$159.72</u>
Local 75.—Cloak and Skirt Makers of Worcester, Mass.:			
Due Stamps.....	\$48.70	\$20.00	\$78.70
Supplies.....	12.52	2.25	14.77
General Assessments.....	.....	17.50	17.50
Donations.....	.....	75.00	75.00
Charter Fee.....	10.00	.....	10.00
			<u>\$195.97</u>
Local 76.—Cloak and Skirt Pressers of Chicago, Ill.:			
Due Stamps.....	\$165.00	\$60.00	\$225.00
Supplies.....	25.48	4.20	29.68
Death Benefit Assessments..	3.00	.50	3.50
Charter Fee.....	10.00	.....	10.00
			<u>\$268.18</u>

	1910-1911	1911-1912	Total
Local 77.—United Rubber Garment Workers of Boston, Mass.:			
Due Stamps.....	\$37.50	\$50.00	\$87.50
Supplies.....	6.40	5.76	12.16
General Assessments.....	.....	40.00	40.00
Donations.....	.....	30.00	30.00
Charter Fee.....	10.00	.....	10.00
			\$179.66
Local 78.—Cloak Operators of St. Louis, Mo.:			
Due Stamps.....	\$53.00	\$190.00	\$243.00
Supplies.....	19.15	18.70	37.85
General Assessments.....	.....	112.50	112.50
Charter Fee.....	10.00	.....	10.00
			\$403.35
Local 79.—Cloak and Skirt Makers of Brooklyn, N. Y.:			
Due Stamps.....	\$425.00	\$42.50	\$467.50
Supplies.....	110.85	3.50	114.35
Charter Fee.....	10.00	.....	10.00
			\$591.85
Local 80.—Ladies' Tailors and Dress Makers of Bridgeport, Conn.:			
Due Stamps.....	\$17.00	\$25.00	\$42.00
Supplies.....	8.81	1.86	10.67
General Assessments.....	.....	15.00	15.00
Death Benefit Assessments..	.50	.50	1.00
Charter Fee.....	10.00	.....	10.00
			\$78.67
Local 81.—Cloak and Suit Cutters of Chicago, Ill.:			
Due Stamps.....	\$43.50	\$30.00	\$73.50
Supplies.....	14.35	1.60	15.95
Charter Fee.....	10.00	.....	10.00
			\$99.45
Local 82.—Corset Workers of Kalamazoo, Mich.:			
Due Stamps.....	\$80.00	\$150.00	\$230.00
Supplies.....	64.00	7.75	71.75
General Assessments.....	.....	53.50	53.50
Donations.....	.....	85.00	85.00
Charter Fee.....	10.00	.....	10.00
			\$450.25
Local 83.—Ladies' Garment Cutters of Toronto, Can.:			
Due Stamps.....	\$2.50	\$35.00	\$37.50
Supplies.....	.....	6.00	6.00
Charter Fee.....	10.00	.....	10.00
			\$53.50
Local 84.—Petticoat Makers of Boston, Mass.:			
Due Stamps.....	\$4.10	.....	\$4.10
Supplies.....	.90	.....	.90
Charter Fee.....	10.00	.....	10.00
			\$15.00

	1910-1911	1911-1912	Total
Local 85.—Skirt Makers of Cincinnati, O.:			
Due Stamps.....	\$7.70	\$82.30	\$90.00
Supplies.....	.....	10.80	10.80
General Assessments.....	.....	27.00	27.00
Donations.....	.....	5.00	5.00
Charter Fee.....	10.00	.....	10.00
			<u>\$152.30</u>
Local 86.—Cloak and Skirt Makers of Asbury Park, N. J.:			
Charter Fee.....	10.00	.....	10.00
		1911-1912	
Local 87.—Ladies' Tailors and Dress Makers of Savannah, Ga.:			
Due Stamps.....	.....	\$20.00	\$20.00
Supplies.....	.....	1.70	1.70
General Assessments.....	.....	8.50	8.50
Donations.....	.....	9.00	9.00
Charter Fee.....	.....	10.00	10.00
			<u>\$49.20</u>
Local 88.—Children Dress and White Goods Workers of Boston, Mass.:			
Due Stamps.....	.....	\$5.00	\$5.00
Supplies.....	.....	3.20	3.20
Charter Fee.....	.....	10.00	10.00
			<u>\$18.20</u>
Local 89.—Ladies Garment Workers of Louisville, Ky.:			
Due Stamps.....	.....	\$30.00	\$30.00
Supplies.....	.....	5.01	5.01
General Assessments.....	.....	17.50	17.50
Donations.....	.....	5.00	5.00
Charter Fee.....	.....	10.00	10.00
			<u>\$67.51</u>
Local 90.—Ladies' Garment Workers of Buffalo, N. Y.:			
Due Stamps.....	.....	\$27.25	\$27.25
Supplies.....	.....	16.15	16.15
General Assessments.....	.....	17.50	17.50
Charter Fee.....	.....	10.00	10.00
			<u>\$70.90</u>
Local 91.—White Goods Workers of Worcester, Mass.:			
Due Stamps.....	.....	\$5.00	\$5.00
Supplies.....	.....	1.80	1.80
Charter Fee.....	.....	10.00	10.00
			<u>\$16.80</u>
Local 92.—Cloak and Skirt Pressers of Toronto, Can.:			
Due Stamps.....	.....	\$115.00	\$115.00
Supplies.....	.....	27.90	27.90
General Assessments.....	.....	50.00	50.00
Donations.....	.....	27.50	27.50
Death Benefit Assessments.....	.....	.50	.50
Charter Fee.....	.....	10.00	10.00
			<u>\$240.90</u>

1911-1912

Local 93.—Alteration Ladies' Tailors of St. Louis, Mo.:

Due Stamps.....	\$15.00
Supplies.....	1.00
General Assessments.....	12.50
Charter Fee.....	10.00
	<hr/>
	\$38.50

Local 94.—Skirt Makers of Chicago, Ill.:

Due Stamps.....	\$25.00
Supplies.....	10.00
Charter Fee.....	10.00
	<hr/>
	\$45.00

Local 95.—Ladies' Garment Workers of Detroit, Mich.:

Due Stamps.....	\$59.10
Supplies.....	16.40
General Assessments.....	22.00
Donations.....	72.00
Charter Fee.....	10.00
	<hr/>
	\$179.50

Local 96.—Ladies' Garment Workers of Toledo, O.:

Due Stamps.....	\$10.00
Supplies.....	6.16
General Assessments.....	7.00
Donations.....	28.00
Charter Fee.....	10.00
	<hr/>
	\$61.16

Local 97.—Ladies' Garment Workers of Winnipeg, Man., Can.:

Due Stamps.....	\$10.00
Supplies.....	5.00
Charter Fee.....	10.00
	<hr/>
	\$25.00

Local 98.—Cloak and Skirt Pressers of Cincinnati, O.:

Due Stamps.....	\$71.20
Supplies.....	1.80
General Assessments.....	57.50
Charter Fee.....	10.00
	<hr/>
	\$140.50

Local 99.—Ladies' Tailors of Pittsburgh, Pa.:

Due Stamps.....	\$40.00
Supplies.....	9.36
General Assessments.....	35.00
Charter Fee.....	10.00
	<hr/>
	\$84.36

Local 100.—Ladies' Tailors and Dress Makers of Providence, R. I.:

Due Stamps.....	\$12.10
Supplies.....	15.25
Charter Fee.....	10.00
	<hr/>
	\$37.35

1911-1912

Local 101.—Ladies' Garment Workers of Richmond, Va.:	
Due Stamps.....	\$15.00
Supplies.....	4.90
Charter Fee.....	10.00
	<hr/>
	\$31.90
Local 102.—Raincoat Makers of Montreal, Can.:	
Due Stamps.....	\$40.00
Supplies.....	11.60
Charter Fee.....	10.00
	<hr/>
	\$61.60
Local 103.—Bohemian Cloak and Skirt Makers of Cleveland, O.:	
Charter Fee.....	10.00
Local 104.—Hungarian Cloak and Skirt Makers of Cleveland, O.:	
Due Stamps.....	\$10.00
Supplies.....	2.00
Charter Fee.....	10.00
	<hr/>
	\$22.00
Local 105.—Custom Ladies' Tailors of St. Louis, Mo.:	
Due Stamps.....	\$20.00
Supplies.....	2.50
Charter Fee.....	10.00
	<hr/>
	\$32.50
Joint Board of New York:	
Donations.....	\$1,250.00
Supplies.....	.35
Premium on Bond.....	75.00
	<hr/>
	\$1,225.35
Joint Board of Boston, Mass.:	
Donations.....	\$1,358.10
Joint Board of Montreal, Can.:	
Donations.....	\$767.85
Joint Board of Cincinnati:	
Donations.....	\$3,610.00
Premium on Bond.....	5.00
	<hr/>
	\$3,615.00
Joint Board of St. Louis, Mo.:	
Donations.....	\$148.30
Supplies.....	1.25
	<hr/>
	\$149.45
Total paid by Locals and Joint Boards.....	\$228,915.18

Respectfully submitted,
 JOHN A. DYCHE,
General Secretary-Treasurer.

Accountants Report and Financial Statement for Two Years Ending April 30, 1912

Edwin Probert Co., Certified Public Accountants and Auditors
220 Broadway, New York

New York, May 13, 1912.
Executive Board, International Ladies' Garment Workers' Union, New York City:

Gentlemen.—We have examined your books for the two years ending April 30, 1912, and find same to be correct, excepting the small differences mentioned below.

In June, 1910, there was a payment of \$51.15 to the New York Telephone Co., which appeared again as another payment in July, 1910. It would appear that the cash was short by that amount, but careful investigation by us showed that at that time there were checks given to the Lipshitz Press for \$26.50, and to J. Polakoff for \$25, which had not been entered. Examination of the bank account of the Public Bank, showed \$7.02 still due your organization, which had not been taken into account. In consequence of these and one or two smaller matters, we understand the cash was short, but was adjusted by an actual payment of money by your secretary, Mr. Dyche, in which case this \$7.02 belongs to Mr. Dyche.

We checked over the sales of due stamps and find the books run in consecutive number, with a few exceptions, which we have been informed was caused by misprints, sticking together of the stamps, etc. The due stamp books should be checked over by your own auditing committee just the same as cash, and any missing numbers should be accounted for and the reason noted by your auditing committee. There seems to be a question as to whether or not the loose stamps sold have been used from any of these books. The total amount of receipts from loose stamps exceed the amount of stamps in the missing books during this period.

We have made a complete examination of all of the duplicate cash receipts, and find them to correspond with your cash book. We have examined all of the receipts for cash disbursements and all of your bank accounts and cancelled checks pertaining to same and find them to agree with and verify the cash disbursements as shown in your cash book.

Both cash receipts and disbursements appear to have been examined by your auditing committee.

We have checked up the records of the local branches and find that the posting to same has been correctly done. It appears the detail of these local branch accounts are kept for reference only in case such local branches wish to examine same. We recommend that quarterly transcripts of same be mailed to the auditing committee in each local branch, with a request that they compare it with their records and if correct, to return the statement duly signed by them to your own auditing committee. You will thus have a very fine system of auditing the accuracy of your central and local offices.

We attach herewith the following statements:

In the early months of 1910, the classification of the cash was not carefully done, hence our classification for that period may be slightly defective in the detail, although the total will be correct.

Statement of the assets and liabilities of your association as on April 30, 1912, showing the valuation of your office furniture and fixtures and supplies on hand.

Cash statement of the receipts and expenditures for the year ending April 30, 1912.

Cash statement of the receipts and expenditures for the year ending April 30, 1911.

Statement of the receipts and expenditures pertaining to your official publication, "The Ladies' Garment Worker," showing the cost of publishing and the receipts.

Schedule of the donations made by your organization for these two years which we give in full detail in order that they may be properly verified by reference to the organizations receiving same. We understand that all of your receipts and disbursements pertaining to the Cleveland strike fund have been thoroughly examined and verified by a special auditing committee appointed to make a thorough examination of same.

Statement of the differences and erasures on the duplicate cash receipts. All of these have been explained to us, but we report same so they may be examined by your own auditing committee if they think it necessary.

We recommend that you install a new cash book which will combine with your present typewritten copy a complete analysis and classification of the receipts and disbursements. We attach herewith our plan for same. It will save time and be beneficial to your system and simplicity of records pertaining to the cash and examination of same.

We recommend that you install a general ledger in which shall be kept all accounts of the income and expenditures and assets and

liabilities, so that a complete statement can be drawn off from same at the end of any month.

The classification in our proposed cash book separates the receipts and expenditures into the same subdivisions used in our statements which will be readily understood. The total of each column is to be posted as one item at the end of the month, to the same account in the general ledger, and our suggestions will result in your having a complete set of double entry books.

We shall be pleased to assist your Mr. Rosebury in the installation of our suggestions without extra cost to your organization.

Yours respectfully,

EDWIN PROBERT CO.

STATEMENT OF ASSETS AND LIABILITIES, APRIL 30, 1912

	Assets	Liabilities
Liabilities		
Due to M. & L. Jarmulowsky, Borrowed Money.....		\$5,000.00
Assets		
Cash in Broadway Trust Co..... \$ 105.46		
Cash at M. & L. Jarmulowsky..... 202.72		
Cash in Drawer..... \$ 5.77		
Cash, Less Overplus..... .05	6.72	
Check in Drawer.....	6.40	
Deficit as to Cash Assets..... 4,680.70	\$119.80	\$5,000.00
Furniture & Fixtures, Cost less 10% for Depreciation.....	\$1,250.00	
Supplies, at cost.....	2,250.00	
Net Deficit of Organization.....	1,180.70	
	\$5,000.00	\$5,000.00

Certified as correct abstract from Books.

EDWIN PROBERT CO., Certified Public Accts. & Auditors

CASH RECEIPTS AND DISBURSEMENTS FOR YEAR ENDING APRIL 30, 1911

Receipts	
Balance, May 1, 1910.....	\$2,640.55
Receipts for Year ending April 30, 1911:	
Due Stamps.....	\$62,072.47
Supplies to Local Branches.....	8,208.47
Donations.....	7,972.48
Charter Fees.....	330.00
Death Benefit Assessments.....	127.00
Refunds from Capita Tax.....	8240.92
City Bond Interest.....	109.25
Surety Bonds.....	95.00
Miscellaneous.....	56.78
	495.96
	\$6,222.38
	<u>\$12,882.93</u>

Disbursements

Donations, per Schedule.....	\$10,066.85
Organizing Salaries and Expenses.....	12,679.09
But not including	
Office Salaries.....	3,694.83
American Federation of Labor, Per Capita Tax.....	1,764.61
Office Supplies and Furniture.....	2,347.92
Printing, for Main and Local Offices.....	5,616.41
Rent of Office.....	820.00
Postage, Telephone, Telegrams and Express.....	1,607.48
Death Benefits Paid.....	100.00
Refunds to Local.....	20.00
Miscellaneous Expenses:	
Premiums on City Bonds.....	\$705.76
Legal Expense.....	305.00
Secretary's Miscellany.....	177.00
Sundry Items.....	283.36
	1,471.12
"Ladies Garment Worker" Net Cost above Receipts, See Schedule.....	2,790.48 44,988.79
Balance on Hand, May 1, 1911.....	\$37,874.14

CASH RECEIPTS AND DISBURSEMENTS FOR YEAR ENDING APRIL 30, 1912**Receipts**

Balance on Hand, May 1911.....	\$37,874.14
Receipts for year ending April 30, 1912:	
Due Stamps.....	\$75,773.35
Supplies to Local Branches.....	2,764.32
Donations, Miscellaneous.....	260.55
Donations, Cleveland Strike.....	211,883.06
Assessments, Cleveland Strike.....	27,012.75
Charter Fees.....	200.00
Death Benefit Assessments.....	110.50
Refunds from Cleveland Strike.....	\$2,500.00
Interest on Bonds.....	2,148.52
Interest on Balances.....	57.06
Sundry Items.....	47.42
	4,753.00
	322,557.53
	\$360,631.67

Disbursements

Donations, Cleveland, per Schedule.....	\$311,840.40
Donations, Others, per Schedule.....	15,085.00
	226,925.40
Organizing Salaries and Expenses.....	20,974.42
Office Salaries.....	4,471.75
American Federation of Labor, per Capita Tax.....	3,123.91
Office Supplies and Furniture.....	1,350.51
Printing—For Main and Local Offices.....	1,560.63
Rent of Office.....	1,350.00
Postage, Telephone, Telegrams and Expenses.....	1,223.20
Miscellaneous:—Legal Expense.....	\$673.50
Secretary's Miscellany.....	165.00

Moving Expenses.....	\$4.50
Advertising.....	74.76
Interest on Bonds.....	89.40
Sundry Items.....	171.63

1,248.68

"Ladies' Garment Worker" Net Cost above Receipts
See Schedule.....
2,073.77

265,312.87

Deficit of Cash Assets, April 20, 1912.....
\$4,610.70

"LADIES' GARMENT WORKER" PUBLICATION
For Year Ending April 30, 1911

Cost of Publication	
Printing—Lipshitz Press.....	\$2,042.82
Contributors.....	284.50
Delivery and Postage.....	168.80
Commission on Subscriptions.....	92.75
Miscellaneous Expenses.....	99.00

\$3,789.04

Income

Subscriptions from Local Branches.....	\$452.97
Subscriptions from Individuals.....	212.41
Advertising Paid.....	156.71
Refund on Postage.....	69.68
Miscellaneous Income.....	5.78

992.66

Deficit for Year.....
\$2,796.48

For Year Ending April 30, 1912

Cost of Publication	
Printing, Lipshitz Press.....	\$3,412.52
Contributors.....	142.00
Delivery and Postage.....	142.80
Miscellaneous Expenses.....	29.05

\$3,726.38

Income

Subscriptions from Local Branches.....	\$426.08
Subscriptions from Individuals.....	162.58
Advertising Paid.....	63.95

652.61

Deficit for Year.....
\$3,073.77

DONATIONS PAID BY US FOR YEAR ENDING APRIL 30, 1911

May, 1910

7 District Council, New York.....	\$ 10.00
14 " " " "	10.00
21 " " " "	10.00
24 Local 26, Cleveland.....	50.00

27	Local 26, Cleveland.....	50.00
28	District Council, New York.....	10.00
31	Local 26, Cleveland.....	50.00
June		
4	District Council, New York.....	10.00
11	" " "	10.00
13	U. H. T. for Striking Suit Case Makers.....	100.00
18	District Council, New York.....	10.00
21	Local 15, Waist Makers, Philadelphia.....	5.00
25	District Council, New York.....	10.00
July		
2	District Council, New York.....	10.00
Aug.		
2	To General Strike Account—Money Received.....	1,100.00
8	" " " " "	700.00
12	" " " " "	2,000.00
12	" " " " "	451.45
19	" " " " "	400.00
31	" " " " "	280.50
31	Local 10, Amalgamated Association of Cutters.....	500.00
Sept.		
17	Assessment levied by A. F. of L. for Hatters.....	489.90
Oct.		
22	Local 15, Waist Makers of Philadelphia.....	100.00
Jan. 1911		
4	Waist Makers' Union, Local 25.....	2,500.00
14	Local 15, Waist Makers.....	15.00
21	" " " " "	15.00
30	" " " " "	15.00
Feb.		
6	" " " " "	15.00
11	" " " " "	15.00
18	" " " " "	15.00
20	S. Elstein—Donation to District Council, New York.....	50.00
25	Local 15, Waist Makers.....	15.00
Mch.		
4	" " " " "	15.00
11	" " " " "	15.00
11	S. Elstein—Donation District Council.....	50.00
18	Local 15 Waist Makers.....	15.00
20	District Council of New York.....	100.00
Apr.		
10	Local 50, Mames' and Children's Dress Makers' Union of Brownsville	50.00
10	Ladies' Garment Workers' Union of Hartford.....	500.00
21	District Council of New York.....	100.00
27	Local 74, Hartford, Conn.....	200.00
		\$10,066.85

DONATIONS PAID BY US DURING YEAR ENDING APRIL 30, 1912**May 1911**

1	District Council of New York.....	\$ 100.00
3	Philadelphia District Council.....	35.00
6	Local 74, Hartford, Conn.....	300.00
25	District Council, New York.....	100.00
June		
3	T. J. Spellacy—Court Fines in Hartford Strike.....	275.00

3	T. Spellacy—Expenses in connection with strike.....	1,000.00
2	District Council of Philadelphia.....	35.00
12	Cleveland Strike Fund.....	2,000.00
14	Cleveland Local.....	7,000.00
14	Cleveland Strike Fund.....	2,000.00
17-21	Cleveland Strike Fund.....	5,814.25
24	Cleveland Strike Fund.....	20,000.00
July		
1	Local 30, Ladies' Tailors.....	35.00
8	Cleveland Strike Fund.....	20,000.00
15	District Council of Philadelphia.....	35.00
15	Frank Morrison, McNamara Defense Fund.....	217.00
18	Cleveland Strike Fund.....	10,000.00
18	" " "	14,000.00
22	" " "	10,000.00
29	Local 44, Chicago.....	1,000.00
Aug.		
2	Cleveland Strike Fund.....	14,000.00
7	" " "	1,100.00
8	" " "	10,000.00
8	" " "	1,100.00
8	" " "	500.00
8	" " "	2,500.00
12	District Council of Philadelphia.....	25.00
15	Cleveland Strike Fund.....	8,000.00
16	" " "	8,000.00
19	" " "	4,000.00
23	" " "	10,000.00
23	" " "	2,000.00
24	" " "	524.00
25	" " "	225.00
26	" " "	2,000.00
30	" " "	20,000.00
Sept.		
6	" " "	20,000.00
12	" " "	4,000.00
13	" " "	7,000.00
14	" " "	2,000.00
14	" " "	2,000.00
16	Local 26, Ladies' Waist Makers.....	200.00
18	Cleveland Strike Fund.....	1,000.00
20	" " "	10,000.00
22	" " "	4,500.00
28	" " "	8,000.00
29	" " "	4,500.00
30	" " "	500.00
Oct.		
2	Local 26, Ladies' Waist Makers' Union.....	200.00
4	Cleveland Strike Fund.....	1,000.00
5	" " "	10,000.00
7	" " "	2,500.00
10	" " "	500.00
10	" " "	1,000.00
11	" " "	500.00
13	" " "	8,000.00
14	" " "	1,000.00
17	" " "	2,500.00

20	Cleveland Strike Fund.....	2,000.00
24	" " "	1,500.00
25	" " "	2,500.00
27	" " "	2,800.00
31	" " "	1,000.00
Nov.		
4	" " "	1,000.00
13	" " "	3,850.70
20	" " "	1,500.00
24	Local 41, Wrappers and Kimonos.....	50.00
27	Donation, Cleveland Strike Fund.....	1,000.00
28	Repaid J. B. of N. Y. balance of loan for Cleveland Strike Fund.....	2,000.00
Dec.		
2	Cleveland Strike Fund.....	2,000.00
7	Local 52, Ladies' Tailors of Los Angeles.....	200.00
12	Cleveland Strike Fund.....	2,000.00
28	" " "	245.00
30	Donation to Cleveland Strike Fund for Relief and Expense.....	2,438.70
Jan. 1912		
2	Joint Board of Chicago.....	25.00
3	Local 2, Cloak Makers' Union of Philadelphia.....	500.00
20	Two Weeks, Chicago Locals.....	50.00
20	Local 2, Cloak Makers' Union of Philadelphia.....	500.00
23	" " " " " "	500.00
29	Locals 10 and 25 for Mass Meeting.....	100.00
31	Local 2, Cloak Makers' Union.....	500.00
31	Cleveland Relief and Expenses.....	2,059.25
Feb.		
3	Two Weeks, Chicago Joint Board.....	50.00
5	Local 2, Philadelphia.....	400.00
8	Joint Board of Chicago.....	25.00
14	Local 55, Silk Suit and Waist Makers.....	100.00
14	Local 2, Cloak Makers' Union.....	500.00
17	Joint Board of Chicago.....	25.00
20	Local 2, Cloak Makers' Union.....	300.00
24	Local 25, Ladies' Waist Makers' Union.....	300.00
24	Joint Board of Chicago.....	25.00
26	Cleveland Relief and Expenses.....	2,267.66
Mch.		
4	Joint Board of Chicago.....	25.00
4	Joint Board of Toronto.....	1,000.00
7	Local 25, L. W. M. U.....	300.00
9	Local 82, Corset Makers of Kalamazoo.....	500.00
15	Joint Board of Toronto.....	1,000.00
16	Legal Fees in connection with Injunction, Local 82.....	200.00
19	Corset Makers, Kalamazoo.....	500.00
30	Local 82, Corset Makers, Kalamazoo.....	500.00
30	Relief Cleveland Strikers and Expenses of agitation.....	880.84
April		
2	Joint Board of Toronto.....	1,000.00
6	Local 82, Kalamazoo Corset Workers.....	500.00
20	" " " " "	500.00
24	Joint Board of Toronto.....	508.00
26	Local 82, Kalamazoo Corset Workers.....	500.00

(Referred to Finance Committee.)

\$326,925.40

Delegate Martin then read the statement issued by the General Executive Board in relation to the revocation of the charter of Local No. 38, as follows:

*THE INTERNATIONAL UNION Versus
THE LADIES' TAILORS' LOCAL 38*

A Statement of Facts

To the Delegates of the Eleventh Convention
of the I. L. G. W. U.—Greeting:
Sisters and Brothers:

It is very important that you should be fully aware of the causes that led the General Executive Board to revoke the charter of the Ladies' Tailors and Dress Makers' Union, Local No. 38 of New York. On the surface it appears as if Local No. 38 had been expelled from the International Union for calling an illegal strike at Madame Thurn's. In reality, however, this is not the case. The Madame Thurn's strike is only one of the many instances where Local No. 38 has acted contrary to trade union ethics.

In order to make this quite clear we shall here review the history of this Local Union from the time it first organized.

In 1905, when there was yet no union in the Ladies' Tailoring Trade, our General Executive Board had decided to organize a union of ladies' tailors in New York, and our Gen. Secy. John A. Dyche undertook the task. For a period of six months Bro. Dyche went about among the employees wherever they were to be found at the time, on 5th Avenue, from 23rd to 42nd Street, and strongly agitated for a union, until he succeeded in bringing together some 75 tailors for this purpose. When these, in meeting assembled, were ready to apply to our International Union for a charter a number of noisy industrialists invaded the hall and captured the meeting. The invaders, as is usually their wont, accused the Bros. Rosenberg, Dyche and others as being "fakers and boodlers" and on this ground advised the tailors not to belong to our International Union.

After disputing the matter with them for several weeks we finally came to the conclusion that both for ourselves as for the ladies' tailors it would be far better for us to withdraw from this union and let them join the Industrial Workers of the World. We even went so far as to appeal to all the ladies' tailors who did not agree with the I. W. W. not to fight over the matter, but to join the Industrial Union. Bro. Dyche, who acted as their financial secretary, transferred all the books and the money he collected for them

and after we had wished them success we withdrew from the affair.

For some time the Local kept up its connection with the I. W. W. Then they left that organization and became an independent body under the name "International Independent Ladies' Tailors' Union."

This proceeding did not promote their success either. They struggled on until August, 1909, when this "International, Independent, etc., " applied for a charter to our International Union and on August 24th of the same year the union was chartered as Local 38.

Its connection with our International Union was attended with good fortune for the Local. The Local immediately began to grow in numbers and in a few months its membership reached into the hundreds.

Towards the end of 1909, Local No. 38 called a strike at the firm of Stein & Blaine, one of the biggest shops in the ladies' tailoring trade of New York. More than one hundred people were involved in the strike and the Local was nearly annihilated as a result. Some of the present leaders had then left the union while the strike was still in progress. A number of injunctions and court cases arose out of this fight and it seemed as if the union would not survive. Eight months had elapsed and while the strike was generally believed as lost, Bro. Dyche discovered that the firm of Stein & Blaine was not satisfied with its non-union employees. Thereupon Bro. Dyche put himself into communication with the firm and after protracted negotiations the strike was settled. This settlement infused new life into the Ladies' Tailors' Union and all those who had left its ranks at the time of the crisis now returned to the fold. But it was characteristic of these people that notwithstanding the fact that the settlement saved the Local, yet charges were made at a Local meeting soon after, to the effect that Bro. Dyche had sold the strikers.

The general strike in the Cloak and Skirt Trade of 1910 has also helped considerably to build up Local No. 38. A large number of ladies' tailors were called out on strike during that period of enthusiasm and awakening. Local 38 was thus enabled to figure as a strong union of several thousand members.

In the spring of 1911 the Ladies' Tailors' Union started an agitation for a general strike to be called during the following fall season. Upon this reaching the ears of the employers the latter organized an employers' association and informed the union that they

would be prepared to confer with a view to signing an agreement and thus avoid a general strike. The Local Union refused to listen to the idea of a conference, on the plea that its aim was to fight and destroy capital, while by conferring with the employers it tacitly avowed the possibility of believing in peace between capital and labor. Bro. Dyche's arguments at several meetings that to appoint a committee to confer and come to agreement did not necessarily mean recognition of the principle of peace between capital and labor were of no avail and henceforth Bro. Dyche refused to attend to Local No. 38 matters. The General Executive Board then instructed Bro. Rosenberg to attend a Local meeting and make an effort to induce the Local to appoint a conference committee. At this meeting Bro. Rosenberg was charged with representing the interests of the employers rather than those of the employees, besides various other charges. Finally, after a long verbal fight the Local decided to confer with the employers and elected a committee for this purpose, and the result of the conference was that the Local came to an understanding with the employers' association.

In July 1911, the General Executive Board held its quarterly regular meeting at Cleveland, Ohio. At that meeting Mr. Walter H. Bartholomew, the Secretary of the Merchants' Society of Ladies' Tailors intimated that his Society was anxious to avoid a general strike and was willing to arrive at an agreement after the style of the Protocol in force between the Cloak Makers' Union and the Manufacturers' Protective Association. After exhaustive debates the General Executive Board instructed its officers to continue the negotiations. It should here be explained that Mr. Bartholomew, then the Secretary of the Merchants' Society of Ladies' Tailors, is a professed socialist. As soon as he accepted the position he informed the employers that if their object was to combat the trade union he would not accept the secretarial position. It was only after they had assured him that they would confer with the union upon wages, hours and other labor conditions that he accepted the office. Needless to say, Mr. Bartholomew's assistance in the eventful adjustment following the general strike was of great value.

When peace was discussed, both organizations had agreed upon a plan that would make it possible to organize the entire trade, and that all ladies' tailoring employers, without exception, should have to pay the mini-

mum scale of wages and work the same number of hours. Both committees had agreed that a general strike should be called and upon the order being issued the largest employers, members of the Society, should close their shops. This would have an immediate effect on the employees of the remaining shops with the result that they would join the general movement. The plan was carried out. When the strike was called in September last, all the shops in Greater New York had been tied up and a few days later the settlement with the Merchants' Society of Ladies' Tailors was officially published and their employees were sent to work.

The effect of this settlement was that all independent houses had also signed agreements with the union. In ten days from the calling of the strike there had been introduced union conditions in all the shops in Greater New York.

The terms of settlement were as follows:

1. The employers shall maintain a strictly union shop.
2. Piece work to be abolished; the prevailing mode shall be week work with a minimum scale of \$24 a week for tailors.
3. The hours of labor shall be no more than 50 a week; no Saturday afternoon work to be permitted.
4. No employee shall be discharged after having kept his position more than a week, except for bad workmanship or bad conduct. Should an employee be discharged and in the event of his being reinstated through the Board of Grievances, the employer shall pay him for all time lost.
5. The Union shall call no strikes in any shops before submitting its grievances to the Board constituted for the purpose, consisting of five representatives of the Union and the employers association respectively.
6. On the Grievance Board failing to agree all cases of dispute to be referred to the Board of Arbitration, to which were elected Morris Hillquit, representing the Union, Hamilton Holt, Editor of the "Independent," representing the employers, with Louis D. Brandeis as Umpire.
7. The question of the rate of pay for overtime and the question of payment for legal holidays, to be enjoyed free by the employee shall be referred to the Board of Arbitration for adjustment, with the proviso that whenever the Board will entitle them to for overtime or legal holidays shall be paid from the date of the agreement.

This settlement was adopted almost unanimously by the employees and Local No. 38 has suddenly become a strong and powerful union of thousands of members.

A short time after the settlement of the strike it developed that the Local could not control its members working for independent employers. In most of the independent houses the employees worked under the union scale, on Saturday afternoons, and in many shops piece work continued as before. No steps were taken to do away with Saturday afternoon labor which the collective agreement prohibited.

Local No. 38 also had jurisdiction over Brooklyn, where a large number of ladies' tailors are employed. Brooklyn, however, was regarded by Local No. 38 as a field of partial utility only and was thus utterly neglected. At the present time union control in Brooklyn is conspicuous by its absence.

Strikes after strikes were called at independent shops, but owing to lax discipline over the members these strikes proved abortive. The majority of independent shops are now open shops. The General Office has several times warned Local No. 38 that such tactics would eventually lead to the break-up of the Local and that they must try to restrain their strike appetite. To this the Local leaders replied that it was not the union that called the strikes, but the employees walk out on their own account and when the employees are out the Local almost always decides to indorse their action. Thus the warnings of the General Office were disregarded. The motto of the Local was: "we fight the bosses and that's all."

When many Association employers became aware of the fact that independent employers were paying smaller prices and working longer hours they began leaving the Merchants' Society. This naturally called forth protests from the Society's members. They could not see why they were required to observe all the union rules, while in other shops the employers had license to widely depart from them. And the Society's members began causing trouble. But instead of Local No. 38 following the regular course prescribed by the agreement, namely, to submit all grievances to the Board of Grievance or the Board of Arbitration, its shop delegates took matters into their own hands, threatening the employers that unless they, the shop delegates, will be obeyed, strikes would immediately be declared. In a certain firm of which the shop

delegate as well as the employer were both members of the Board of Grievance, certain misunderstandings arose. Whereupon the shop delegate resorted to threats to call a strike unless the employer unconditionally submitted to his orders. The contention of the employer that the misunderstanding be brought before the Board of Grievance for adjustment was laughed to scorn by this arbitrary delegate in words to this effect: "We'll do exactly what suits us!"

Now, did the Local take any action in the matter? Did it at least reprimand this headstrong delegate and have him removed from the Board of Grievance? Nothing of the kind! The Local approved nay, applauded his act by electing him as business agent. Thus, shop strikes or sudden stoppages of work became a regular occurrence at the shops of the employers' Society.

The General Officers tried their utmost to convince the Local leaders that proceedings of this kind would bring about its ruin. But instead of listening to the timely warning of the General Officers they, the Local leaders, charged Secretary-Treasurer Dyche with working for and in the interests of the employers and against the interests of the union and went on repeating that their only way of holding their own with the employers is to fight them by means of "direct action," in other words, to hold them up frequently: "Yield to our demands or we strike!" This became a regular habit of the shop delegate and the recognized tactics of the Local leaders.

Perceiving that the Local leaders were not amenable to reason and argument, Bro. Dyche in his editorial notes in the "Ladies' Garment Worker" for December, 1911, gave Local No. 38 an official warning in unmistakable terms. This was to the effect that if Local No. 38 should persist in its retrograde "direct action" policy, giving shop delegates license to call strikes without the Local's knowledge, and should no steps be taken to prevent actions of this kind, the Local would soon find itself outside of the jurisdiction of the International Union.

But this warning was ignored by the Local. We have already referred to the fact that at the settlement following the general strike, the question of the rate of pay for overtime and legal holidays was referred to the Board of Arbitration for determination. After prolonged consideration the Arbitration Board

decided to award the employees 60% above the regular prices for overtime and double pay for the eight legal holidays, should they be required to work on those days. While these matters were being considered by the Board, the employers filed charges that the union failed to carry out the provisions of the agreement. One of these charges related to the prevention by the union of overtime being worked by any of the employees unless the employer put all the employees of the shop on overtime work. The employers maintained that their work was order work and very often they had only one or two garments to finish on time, failing which they would lose their custom. They could not put all the employees of the shop to work overtime when they did not have sufficient work for them to do. The Board of Arbitration recognized the validity of the employers' contention and decided that an employer had the right to employ on overtime work precisely and no more than the number of employees he required for the purpose. The Board also decided that the employers had a right to keep joint time and quality records. In other words, to obtain from their employees the information as to the time it takes to make a certain garment, in order to enable them to fix the amounts chargeable to their customers and that they may be able to judge as to whether the employees as week workers were performing their duties in proper manner.

When the decision of the Board of Arbitration was announced to the Local leaders they accepted those points that were favorable to them, namely, the 60% extra for overtime and the double pay for legal holidays, and the Local collected from the Association employers the sum of \$26,000.00 back payments for these extras for the whole time the agreement was in force. But as to the decisions giving the employers the right of employing on overtime work as many or as few men as they needed and the right of obtaining the information as to time and quality records, the Local refused to accept these decisions, because they were not favorable to them.

The General Officers did their best to convince the Local leaders that it was their duty to abide by the decisions of the Board of Arbitration, whether these were favorable or unfavorable to them. And when after strenuous efforts on the part of the General Officers the Local Executive had agreed to this course the "direct actionist" employees ne-

terly ignored both the Local Executive and its organizers.

The employers have repeatedly requested the Local officers to permit several tailors to work overtime. Now, even where the business agent had given this permission the employees refused to obey unless all the shop employees would be allowed to work overtime. Yet, the Local took no steps to discipline those members. One of the members who remained to work overtime by order of Manager Rosman drew forth the wrath of his fellow workers who regarded him as a scab and a traitor.

The Strike at Stein and Blaine

Before the Board of Arbitration had given its award on the question of overtime and while the Local had allowed no one to work overtime the firm of Stein & Blaine became very busy. Unable to work overtime the firm was compelled to take on many new tailors. When, however, work gradually got slower the firm wished to lay off some of these new hands. But this the Local would not permit. The employees moreover cut down their usual output in order to make up full days. This practice went so far that 140 of Stein and Blaine's employees had in the course of a whole week completed no more than thirty-two garments and the management came to the conclusion that this practice if continued, would involve the firm in ruin. Accordingly Stein & Blaine strongly protested to Local No. 38, the International office and the Merchants' Society. None of these bodies could help the firm in the least and finally Stein & Blaine felt compelled to take measures for their protection. It was then that the firm proposed to a number of its tailors to revert to the system of piece work. Naturally, the employees refused and in the middle of March all of the 140 employees came out on strike.

When this strike was in progress for some time and the strikers' places were filled with scabs, while a part of the work was being done in other shops, Local No. 38 began to consider the advisability of calling a general strike in the Ladies' Tailoring trade. This happened a few days before Easter. At the same time the Local sent a committee to the General Executive Board, then having its regular meeting in New York, requesting the Board to help in settling the strike at Stein & Blaine. Failing a settlement the Board was asked to sanction a general strike.

As this trouble was fraught with serious consequences to the Union, General Secretary Dyche opened negotiations with Stein & Blaine. The Merchants' Society which conducted the strike on behalf of the firm was prepared to effect a settlement provided the General Office agreed to assume responsibility for the conduct of Local No. 38 and the strike was settled conditionally on this agreement. The General Executive Board appointed a committee of three with full authority to command the Local's written undertaking to invest the general officers with full powers of controlling its destinies and look after its management, including the power of removing any of its officers, should their action and conduct be inimical to the Local's best interests.

It might be observed in passing that since the strike of ladies' tailors, several stoppages occurred at this firm, one of these through the direct intervention of the Local officers. At one of the meetings of the Local Executive, when it was decided to uphold the agreement, it was also decided on the advice of Organizer Rosman to call a strike at this firm, because of its having discharged a finisher. Our General-Secretary, Bro. Dyche, having learned of this decision, made ceaseless efforts to prevent this strike from taking place.

At first, before the strike at Stein & Blaine was settled, the Executive of Local No. 38 promised to comply with the demands of the General Executive Board. It was with this understanding that we gave the employers an assurance of being responsible for the Local's conduct and the strike was settled.

On the following day we called the Executive of Local No. 38 to a meeting at the International office and asked them to fulfill their promise by giving us a written authorization to conduct the business of the Local in case of extreme necessity. We explained that we had pledged our word to the Merchants' Society, assuming full responsibility. But after several meetings with the Local Executive our request was voted down. When we next met the employers in conference they looked at us as if we were tricksters rather than responsible leaders.

The Strike at Madame Thurn's

Some time after this, representatives of Local No. 38 and the Merchants' Society respectively met in conference. One of the committee representing Madame Thurn's in-

timated that he was in need that evening of two tailors to complete a special order. Secretary Dyche directed the business agent of the Local, who was present at the meeting, to telephone to the shop delegate of Madame Thurn's to allow two tailors to work overtime that evening. The business agent very reluctantly complied. The employees, however, refused to work overtime unless the whole shop would share the work. Such recalcitrant members had more than once exposed the Union, its officers and general officers to scorn and ridicule.

On Monday, May 12th, every member of the General Executive Board received from the Merchants' Society a written protest against the illegal and unjust behavior of the members of Local No. 38, who refused to abide by the decision of the Board of Arbitration, relating to overtime. Secretary Dyche immediately called the business agent and demanded to know whether these charges were correct. Manager Rosman replied that they were. "Well, what are you going to do?" asked Secretary Dyche. "I can do nothing," said Rosman indifferently, adding that Madame Thurn's employees had just declared a strike.

It appears that on the previous evening the firm sent away two of the men, presumably for refusing to work overtime, whereupon the remaining employees refused to resume work unless the two tailors were reinstated. The business agent ordered the employees to resume work, suggesting that the case of the two tailors be submitted to the Grievance Board for adjustment that very evening. The employees, however, refused point blank to obey the order of their business agent. The business agent succeeded in arranging a temporary settlement with the firm, allowing all the employees to resume work pending the adjustment of the dispute that evening by the Board of Grievances. Subsequently the employees demanded that all the tailors shall be paid for the half day they had been on strike. But as the firm refused to accede to their wishes the employees renewed the strike.

Thereupon General Secretary Dyche notified Local No. 38 that failing to order all the employees back to work immediately the General Executive Board would be compelled to expel the Local from the International Union.

On that same evening the Local Executive held a meeting and decided to announce that there was no strike at Madame Thurn's and

all the employees must return to work. But at 10 o'clock the following morning Secretary Dyche was informed that none of the employees had shown up for work. Moreover the shop was being picketed and no one was allowed to go up. Secretary Dyche then advertised in the Jewish Daily "Forward" that there was no strike at Madame Thurn's and every union man had a right to work there.

The following day an advertisement by Local No. 38 appeared in the same paper, repudiating Secretary Dyche's action and announcing that the Local would disregard it. This gave the impression that Bro. Dyche was anxious to help the employers to break a legal strike. The committee of three appointed by the General Executive Board therefore demanded of the Local to withdraw the offensive statement, otherwise the Local would be expelled from the International Union. As the Local refused to comply with this order its charter was revoked.

There was yet another case which showed that Local No. 38 forfeited its right to be affiliated with our International Union.

When the International office issued a call to this convention and called on its affiliated locals to nominate and elect delegates, Local No. 38 illegally and arbitrarily removed from the nomination list several names of members. These members loudly protested at the General office against this unjust proceeding. The General Executive Board took these protests under advisement and decided to order Local No. 38 to make new nominations and that all the names of members duly nominated to be placed on the ballot.

In addition to the official notification addressed to the Local on the subject, President Rosenberg, Secretary Dyche and Vice-President Polakoff personally appeared before the Local Executive and endeavored to convince this body how unjust it is on the part of a union to deprive its members of their legal rights, and that it was our duty to protect individual members as well as locals. But our arguments were like beating the air. The Local took no notice of the official notification coming from the General Executive Board.

Even Comrade Meyer London, their legal adviser, was shamefully insulted at several of their meetings and will have no more dealings with them, being utterly disgusted with the way they conduct their affairs.

Several other cases may be cited to show the utter want of competence or business capacity on the part of Local No. 38 to manage its affairs. Only lately it has come to light

that the chairman of the Executive Board himself had not paid his dues for thirty-six weeks consecutively. According to the Constitution he had long since ceased to be a member of the union, yet he figured as an important officer.

Another case was that of a man who took an active part in the affairs of the Local, had worked in their union shops and lately had even been elected as secretary, yet it was found out, as if by sheer accident, that this man was not even a member of the Local. These cases amply prove in what lax and un-business-like manner Local No. 38 had managed its affairs.

Soon after its charter was revoked, Bro. Rosman, the manager of the Local, had a conference with Secretary Dyche and agreed to convene the Local Executive, hand over its books and make application for a new charter. In this way the Local could have been reinstated, naturally, under the strict supervision of the General Office. But when the Local Executive met at the General Office, its members demanded the same absolute local autonomy as before, refusing to allow the General Officers any right to intervene in the Local affairs.

The Local is not even competent to conduct its meetings in a proper manner. At every meeting the members hurl charges and counter charges against each other and against their officers. Almost all its meetings end in chaos and confusion. The minutes never contain a fair and accurate account of the decisions arrived at, the Secretary writing down whatever he pleases. And when occasion arises for looking up or referring to a previous decision the Record shows the very reverse of what had been decided on. This naturally occasions fights and noisy contentions.

Such has been the internal state of affairs of Local No. 38 all along. Such is the style and manner of the "direct actionists" of whom this Local is mostly composed.

Will any one still wonder that its charter has been revoked! Can any one be at all surprised that under the circumstances the International Union declines to have any business with its officers and leaders!

JOHN A. DYCHE, Gen. Sec'y-Treas.

J. S. GREENBERGER, 1st Vice-Pres.

S. POLAKOFF, 4th Vice-Pres.

(Committee of 3 Appointed by the G. E. B.)

A. ROSENBERG, Pres.

Referred to Appeal and Grievance Committee.

Vice-President Feit's Report

To the officers and delegates of the 11th Convention of the I. L. G. W. U. Greeting:

When the locals of Cleveland were first affiliated with the I. L. G. W. U., the important topic of conversation among the workers at that time was the subject of price committees. With almost unanimous opinion of the absolute necessity of such committees the members determined to try and gain their end.

No opposition was met with until the members of Local No. 26 of the firm of the Prince and Biederman Company approached their employer. His refusal to consider this matter led to the historical 34 weeks' strike in 1909-1910. It was during this struggle that our members first began to see the necessity of a general strike, if any progress or improvement in conditions in our trade were to be made.

All manufacturers in Cleveland are banded into an association and sub-divided according to the products turned out. They are also affiliated with the notorious organizations of which John Kirby is president and Harrison Otis one of the leading lights. When a strike arises in any single shop of a particular trade, the employers in the association contribute to a so-called defense fund and aid him in carrying on the fight. We came to the conclusion that in order to better conditions in the trade only one method would be successful, that of calling a general strike.

With that end in view we set about to thoroughly organize the various crafts. The first popular demand for a general strike arose during the early days of the Prince and Biederman strike. Our members being black-listed could obtain no employment in other shops and requested that the other shops go out with them. This proposition met with general approval. The matter was thoroughly discussed both by the members and the officials. After due consideration it was referred to a mass meeting of all the members of the various crafts, who voted almost unanimously for a general strike. Our fund being small, the employees not thoroughly organized, and as our Convention was approaching, the matter was stopped for a time. But it was only a lull preceding the storm that was to break out later.

When the election of delegates to the Boston Convention was presented to the members of the respective locals, the question of a general strike arose with renewed vigor. The delegates elected were ordered to request

the Convention to sanction the calling of the inevitable strike.

The Cleveland delegates presented the matter to the Boston Convention asking for sanction. The New York delegates also demanded the calling of a general strike in their city. New York being the larger and more important center, it had appeared that the winning of a strike there would make it easier to attain success in Cleveland. New York was given precedence with the understanding that if successful an attempt would also be made to better the conditions in Cleveland.

The general strike in New York, its glorious outcome and the upbuilding of the International Union need no repetition here. The International Union became one of the largest unions in this country. Meanwhile organization in Cleveland was progressing. With the aid of Brother Berkowitz, our numerous active members and the organizers sent by the General Office, locals 26, 27, 29, 37 and 42 were becoming well organized. Members paid dues, suspended members rejoined the organization and harmony was restored.

I will now refer to the organization of the Bohemians and Hungarians, employed mostly at the firm of H. Black & Company. It was because we lacked the aid and good will of the former that we did not win the Prince and Biederman strike, and without the aid of the latter we knew we could gain little success in H. Black's factory. By means of a house to house canvas I succeeded in organizing the Hungarians into a sub-local of Local No. 26. With the most valuable aid of Brothers Tomasek and Selyem (and I here wish to thank them for their loyalty prior to and during the strike), we succeeded in organizing a Bohemian local, making an agreement with the Bohemian outside contractors, whereby they promised to stand solidly with us. With practically 95 per cent. of our workers organized we were ready for action.

Demands drawn up by the Joint Board were discussed and adopted by the individual locals. The G. E. B. being then in session in Cleveland, the demands were presented to them for their sanction. With slight changes the Board stamped them with their approval.

Now there commenced the actual organizing of the machinery necessary to run such a contest and control such a mass of persons. Meetings were held almost nightly and delegates chosen from each shop. The G. E. B. and the International Officers having been

somewhat tardy in the matter, the Joint Board of Cleveland requested me to go to New York and lay all the facts before the Board.

A special meeting of the International Officers was called, and Brothers Rosenberg, Dyche and Polakoff were appointed as committee in conjunction with me to proceed to Cleveland at once and make suitable arrangements.

On their arrival we opened offices and appointed committees from among the shop delegates. Demands and requests for a conference were sent to all the manufacturers couched in fitting terms. Two days having gone by and fearing we might receive no reply, we determined to prepare the masses for the worst. Arrangements were made for a meeting in Gray's Armory. Circulars were sent out calling our members together on the evening of Wednesday, June 6th. Yet another day went by and we received no word. Meyer London having then arrived in Cleveland, a conference was held to decide upon the exact time for calling the strike, the following being present:

Sam Rosenberg, John A. Dyche, S. Polakoff, Meyer London, Louis Katz, Louis Cassato, (N. Y. Italian organizer), Harry Berkowitz, Cohen, Nour, Tauber, S. Risenberg, Reider, Abrams, Tomasek, Selyem, L. Moskowitz.

After some discussion those present agreed upon Thursday June 7th, 1 A. M., as the time for calling the strike. The method being for the shop delegates to distribute circulars at the appointed time.

I nevertheless still believed that a strike could be avoided and that a settlement might be made if the manufacturers could be met with face to face. With these hopes I requested the conference to permit me, in company with Brother Tomasek, to go and see the officers of the Manufacturers' Association. Permission was given me, but our mission proved futile. The same answer was given us by Prinz, Cohen and H. New: "We will deal with our own employees individually." I then knew that "The die was cast." In the evening the mass meeting was attended by thousands of English, Jewish, Italian, Bohemian and Hungarian speaking employees in the trade. They were filled with enthusiasm and expectancy. These people, gathered from all nations of Europe, were here for one common cause, that of promoting the welfare of all by fighting shoulder to shoulder. All were enthusiastic, yet keeping their emotion within

bounds. The climax came when Attorney Meyer London, addressing the workers, called for a solemn pledge that if a fight was to follow they would stick to a finish. Amid great shouting the pledge was given, and proudly I may say, well kept by the great majority.

That same evening the general strike committee met at the office of the Cleveland Federation of Labor. Brother Harry D. Thomas was present and arrangements were made to call the strike the following morning at 10 A. M. Out of the fifty-five men who composed this body, only one, Reissner, proved a traitor. Circulars were distributed and instructions given. The meeting lasted till 3:30 A. M.

The next morning, at 10 A. M. sharp, the call was given. Thousands of people flowed out of the shops, though appealed to by their employers to remain. A parade was formed and this monster crowd of men, women and children, cheering lustily, smiling and happy, walked through the factory districts urging their comrades to fall in line with them. Then they marched on to the square where Black's employees were met and, cheering their officers, they went on to Utopia Hall (the strike headquarters). All the shops practically emptied. The progress of the strike was marked by the slugging of our people by the guards, wholesale arrests by the police and the importation of scabs. After about seven weeks of the strike a meeting was arranged through a third party between Bros. President Rosenberg, Dyche, Polakoff and John Anisfeld, President of the John Anisfeld Co. At that conference Mr. Anisfeld promised that he would see several of the other manufacturers regarding a settlement of the controversy. He impressed upon our representatives the absolute necessity of secrecy. Somehow the secret leaked out and the negotiations were broken off. Many influential men in public life tried to make an amicable settlement, but none was successful.

During the following weeks the manufacturers made no effort to open their factories, thinking that the strike would collapse. This false hope was created in the hearts of the manufacturers by the sub-contractors who formed cliques for the purpose of creating dissension in the ranks. It was due to our success in breaking up these small cliques that our people put up so wonderful a contest.

After four weeks the employers seeing the stalwart front being put up by their employees decided to import strike breakers in an en-

deavor to create a panic. Hundreds of Italians, men of the meaner sort, were brought to Cleveland from New York. The feeling toward them was intensely bitter. Out of fear they slept and ate in the squalid dirty shops, never daring to thrust their heads out of the window for a breath of air. Being unskilled they produced little or no work and demanded good salary. On this account the garment manufacturers opened shops in small towns in Ohio, and imported scabs from New York, so as to make good their statement to their customers that all would soon be over. But aided by the Socialist and Trade Union workers in those cities, we succeeded in locating and closing them.

It might be of interest to relate the way goods were sent from New York and vicinity to Cleveland. The case or cases containing the same would be way-billed to some fictitious party at a point near Cleveland and there marked anew and sent on to its destination. By this method it was impossible to tell from where they were originally sent.

After 15 weeks of this tireless struggle, the season rapidly drawing to a close, the officials perceived that the chances of victory were growing smaller. Nevertheless, they continued to believe that the manufacturers, though successful in making some garments outside of Cleveland, would scarcely be able to do the same with their special measurement garments which require special care and workmanship.

September came and there being no immediate prospects of a settlement, we decided to call a mass meeting on the evening of the 9th and submit to a referendum vote the question whether or not to continue the fight. The facts were laid before the people and three days given for their consideration. I appointed the most severe opponents of the strike as election committee to prove convincingly that all would be absolutely straight. Headed by bands and banners and carrying flags, the Italians, Hungarians and Bohemians paraded from their meeting places to striking headquarters to protest against the calling off of the strike and refusing to vote saying: "We voted to come out and now will stay out." Over 3,500 strikers nevertheless cast ballots and decided by a vote of about 20 to 1 to continue. When the vote was announced the cheering lasted for twenty minutes. That evening the younger strikers gave a ball at Utopia Hall, that showed convincingly that

10 weeks of striking had not damped their ardor and enthusiasm.

September being almost over and there then being no possibility of a settlement unless we could hold out over winter, the International Officers decided to call a special convention in New York City, to find from our various locals the amount of money available for the continuation of the struggle. The special convention appointed a committee to proceed to Cleveland with full power to do as they thought best. This committee, guided by the fact that there was a shortage of funds, came to the conclusion that it was impossible to hold out.

On October 5th those who could find employment returned to work. Those who were unable to find employment received financial aid from the International Union for many weeks thereafter. The organization has done more for its members in Cleveland than any other organization in the history of this or any other trade. The strike to this very day is not officially off, as we are still maintaining a boycott against the manufacturers of Cleveland that will not terminate for many a day.

The expenses of the garment manufacturers can easily be calculated when one realizes that one manufacturing concern, H. Black & Co., paid \$1,000.00 per week for auto hire and kept 100 guards and paid for them at the rate of \$8.00 per day. That, combined with the cost of importing strike breakers, and the irreparable loss of trade will have taught the Cleveland manufacturers a lesson they will ever remember.

It is true our expenses were also great, but the lesson we taught them was well worth the price. It showed us how great our power really was. Thousands of men and women of every nationality standing together for 22 weeks, fighting Labor's great battle.

The lessons we learned in this struggle brought out the important fact that to conduct a properly organized fight the organization must have sufficient money. By "organization" I mean the central and responsible body and not the locals, either individually or collectively. The responsibility being with the central organization, the power should also be there. The absolute necessity of that was clearly proven during our strike. If the International Union would not have had to depend upon the locals for its funds, literally go begging and be put off from day to day, the Cleveland strike would have been a complete

success. Our people were often disheartened by the fact that there was no money, thinking the International was bankrupt. Local autonomy may be desirable, but do not let that be the dominating power. Our great Civil War was fought to uphold the contention that the power of the Central Government was above that of the individual states. If this is true of a National government, it also holds good of a labor organization.

In a strike on which the welfare of numerous families depends, sincere confidence must be reposed in leadership. Without that failure is inevitable. Actual democracy in the true sense of the word is practically impossible in a strike. As in war all those in the ranks must obey him whom they have chosen as their leader; only in that way is triumph possible.

I now desire to make some recommendations to this convention, to which I hope you will give your earnest consideration:

1. The constitution shall be amended, so as to read that no shop strike, even if the aid of the International Union is not required financially, shall be recognized unless sanctioned by the district officials appointed by the G. E. B. No general strike shall be called unless the sanction of the G. E. B. be first obtained. The calling of a strike without sanction to be punishable by the withdrawal of the charter from the local or locals.

2. The policy of the International Union shall henceforth be to shorten the working day. This will tend both to lengthen the season and give employment to thousands of members. Let our motto be eight hours work

3. That the International Union shall appoint three women whose district shall be the Middle West for the purpose of organizing the women workers. In traveling through my district, comprising Ohio, Pennsylvania, Kentucky, Michigan, Upper New York and Central Canada, I have learned that women take the place of men at machines, doing the same work and receiving half as much for it. To maintain and standardize conditions the organizing of the female workers is an absolute necessity.

4. The abolishment of the section system. It is this that the manufacturers depend on to break an organization. I have been told quite often by Western manufacturers that owing to the fact that the market was flooded with the product of the section system, they were unable to compete and so could not

afford to grant better wages. This system ought to be done away with.

5. The use of the label. It is true the International Constitution provides for a label, but no effort has yet been made to place it on the market. I was told by Misses Barnum, Krial, Newman and McGinty, the ladies who are traveling throughout the Middle West, maintaining the agitation against the Cleveland manufacturers, that if there was a label on the market, their work would be greatly benefited and our organization better known.

6. The absolute necessity of raising the per capita and the paying of benefits by the International office. This is one of the important matters before the convention. Other organizations have operated this system successfully. It gives the individual more interest in the welfare of the Union. The Cleveland strike has shown time and again the crying need for the raising of the per capita.

Had the International Union a system of benefits the Cleveland general strike would have been a success. If this measure is passed by this convention, the Cleveland strike will not have been fought in vain.

Respectfully submitted,

Israel, S. Feit.

(All the above recommendations have been duly referred to the various committees.)

Upon motion Reports of Officers as read was referred to the Committee on Reports of Officers.

Upon motion the following resolution signed by the delegates of Local No. 10 was read and adopted:

Whereas, Brothers Grossman and Schlesinger, ex-presidents of the International Ladies' Garment Workers' Union are attending this convention, having the interests of the craft and membership at heart; be it therefore

Resolved, That Brothers Grossman and Schlesinger be seated at this convention as honorary delegates with a voice, but without a vote.

Delegate Lefkowitz of Local No. 9 moved:

Whereas, Our deceased Brother Louis Brodshetzer met with a violent death in the course of his duty as shop chairman of L. Chauser's shop, at 17 West 18th St., New York, therefore this convention do rise to their feet in honor of his memory. The delegates complied.

The session was adjourned until 9:30 A. M. Wednesday morning.

Wednesday, June 5th, Morning Session

.President in the chair.

Roll call, absentees:

David Cohen, H. Salutin, David Shapiro,
Meyer Perlstein, Benj. Witashkin, Harry Dubinsky

The Minutes of the Morning Session of
June 4th were read and adopted.

Upon motion the reading of the Minutes
of the afternoon session was suspended.

The following telegrams were read:

Montreal, Que., June 4, 1912.

John Dyche,

Labor Temple, Toronto, Can.

From cementers, Local 102. Regards to
delegates of the convention; may work be
success for all the workers under the Interna-
tional banner. Rubin, Secy.

Philadelphia, Pa., June 4, 1912.

Convention of the International Ladies Gar-
ment Workers Union, Labor Temple,
Toronto, Ont.

Accept our sincere congratulations to the
11th convention of the I. L. G. W. U. We
trust convention will pay close attention to
request we sent in, thus proving of great ben-
efit to the Philadelphia Unions. Wishing
you success in all your future enterprises,

The Cloak and Skirt Finishers' Union
of Philadelphia, Local 69.

Philadelphia, Pa., June 4, 1912.

Convention I. L. G. W. U.

Labor Temple, Toronto, Ont.

Accept our sincere congratulations to 11th
convention of the I. L. G. W. U. We trust
convention will pay close attention to request
we sent in, thus proving a great benefit to
our local. Wishing you success in all your
future enterprises,

Amalgamated Ladies Garment Cutters
Union of Philadelphia, Local 53.

Providence, R. I., June 4, 1912.

Convention International Ladies Garment
Workers Union.

In congratulating you we, Local 100 of
Providence, unable to send a delegate, wish
to express our brotherly feelings towards 11th
convention. We are glad to know you made
much progress and are recognized as power-
ful at present. We wish you still further
success and hope that a constitution in the
Polish language will be printed, as it will fur-
ther our cause in unionism and solidarity.
Hoping you will accept our congratulations.

We are always in the cause of unionism and
brotherhood. Temkin, Secretary

St. Louis, Mo., June 4, 1912.

Officers and Delegates of Eleventh Convention.

Our best wishes with full confidence in your
work.

Cloak and Skirt Makers Union
of St. Louis.

The president introduced Brother Sam
Landers, Organizer of the U. G. W. of A.

Mr. Landers said in part that having ad-
dressed many conventions as general organizer
and member of the General Executive Board
of the Garment Workers of America, in the
course of the last ten years he had particular
pleasure to address this Convention.

In the garment trade of the Dominion for
the last eight years the employees have not
worked longer than 49 hours a week. The
standard hours for a Garment Worker are
49 hours, time and a half for over time, and
double time for public holidays. They have
been able to maintain that simply by constant
vigilance and organization. They have not
always controlled the entire number of people
working at the trade, but by a constant vigi-
lance and constant organization they were able
to maintain those conditions until the present
time.

He knew the problems of the Ladies' Gar-
ment Workers. He had been in New York
during the great strike and had edited the
official journal of the U. G. W. A. for three
years. He knew of the Cleveland strike and
no matter what our theories and views may
be for the distant future, there was only one
hope for the present, namely, Solidarity, and
getting together a strong organization to main-
tain the benefits gained and go forward and
get more, until we get that which we expect
to result from our labors. The road to prog-
ress is obtained only by unity and by organiza-
tion. We must keep our heads together. It did
not matter whether we are waistmakers or skirt
makers or cloak cutters, or whatever branch
of trade, the very moment we relax our Orga-
nization is the opportunity for the employer
to get in the thin end of the wedge and make
inroads into that which we have paid for so
dearly.

Brother Larger, the General Secretary of
the U. G. W. A., had asked him to convey the
greetings of his National Union to the Ladies
Garment Workers' Convention. The U. G.
W. A. was a sister organization. But ought

not to be a sister organization. There ought to be one organization. Every branch of the clothing industry, whether ladies' garments or men's garments, or ready to wear clothing, or the high grade custom clothing, ought to be united in one organization. He believed that this would shortly come to pass. General Secretary Larger specifically directed him to express to the Convention the very best wishes of the United Garment Workers of America.

He strongly advised them that if any proposition comes up within the next few days for an increased assessment, or per capita, or something for the arranging of a permanent fund to protect the members in time of illness, or out of work, or during a strike, some tangible form by which to resist the inroads of organized capital, then he begged them to do their utmost to support something that is going to support the rank and file by the establishment of some tangible strong fund. Further than that, if such a question comes to a referendum vote of the organizations, they must do the utmost to have it carried in their local unions. The weakness of the organizations in the garment trade was the non-establishment of a fund whereby they could support the workers in a strike. The very fact of having no established fund to take care of the workers at such time is our weakness and a source of strength to the manufacturers.

He congratulated the Garment Workers in the Ladies' branch of the trade for their success in the past few years, and hoped their success will be continued in the future, that their strength will be augmented by increased numbers and by harmony among themselves, and that the organization will rank second to none in the American Federation of Labor. (Enthusiastic Applause.)

Upon motion agreed in view of the fact that the United Garment Workers were organizing the tailors of New York, to send a telegram from the Convention, to their meeting at Cooper Union, New York, that evening, wishing their efforts all the success in the world.

The President announced that this would be the last day for delegates to present their resolutions or amendments, and that the convention would adjourn until 9:30 next morning to give the various committees an opportunity to organize themselves and go to work.

Thursday, June 6th, Morning Session

The President in the Chair.

Roll call, absentees:

B. Schlesinger, M. J. Ashpis, Samuel J. Ringer, Max Amdur, Jacob Katz, Reuben Bernstein, L. Berger, Morris G. Leader, David Shapiro, Joseph Abramsky, Harry Kleinman, Geo. Wishnak, Miss Clara Lemlich, S. N. Rosenberg, Joe Kaplan, M. Shuster, N. Stransburg, Miss Myrtle Parsons, Paul Westerville, Douglas Webb, Louis Cohen, J. Welskofsky, Joe Cress.

Upon motion the reading of the Minutes was dispensed with. The following telegrams were read:

Detroit, Mich., June 5, 1912.

I. L. G. W. U. Convention,

Toronto, Labor Temple.

Sending you our heartiest congratulations and may all your undertakings be crowned with success.

Local 95, Detroit.

New York, June 5, 1912

Labor Temple, Toronto, Ont.

Heartiest congratulations to your Eleventh Convention.

Workingmen of Princess Skirt Co.,

I. Rubinbaum, Shop Chairman

New York, June 5, 1912.

Convention International Ladies' Garment Workers Union, Labor Temple, Toronto.

Accept hearty congratulations and best wishes for future success at 11th convention.

Button Hole Makers Union, Local No. 64, N. Y.

Worcester, Mass., June 5, 1912.

Int. Ladies' Garment Workers Union, Labor Temple, Toronto.

We wish your gathering great success and earnestly hope your deliberation will result in extending the growth of the International Union and bring about improved conditions throughout the land. Fraternally yours,

Cloak and Skirt Makers, Local 75.

Franklin, Secretary.

Brooklyn, N. Y., June 4, 1912.

Convention, Labor Temple, Toronto, Ont.

Greeting from Local 68 of Brownsville to Eleventh Convention of the I. L. G. W. U.

Duckler, Secretary.

St. Louis, Mo., June 5, 1912.

Int. Ladies' Garment Workers Union, Labor Temple, Toronto.

Greeting from Local No. 105, St. Louis, Mo., I. Wolfson, Secretary.

New York, June 5, 1912.
John A. Dyche, Gen. Sec'y, Labor Temple,
Toronto.

Hope your deliberations will result in improving conditions for all Ladies' Garment Workers in the near future. The main issue to be protocol conditions throughout the United States and Canada and equalization of hours of labor and standard rate of wages.

Fraternal greetings to all the delegates.

Executive Board Local No. 10.
Nathan Baron, Chairman.

Boston, Mass., June 5, 1912.
International Ladies' Garment Workers, Labor
Temple, Toronto, Ont.

Heartiest congratulations to the success of the Eleventh Convention. Local 56.

New York, June 5, 1912.
Convention I. L. G. W. U., Labor
Temple, Toronto, Ont.

Accept our heartiest congratulations to your Eleventh Convention. May all your undertakings be successful.

Tenth Street Office Staff C. M. U., N. Y.

New York, N. Y., June 5, 1912.
Eleventh Convention, Int. Ladies' Garment
Workers Union, Labor Temple, Toronto,

Accept our greetings late through illness of our secretary. Message delayed. Cloak operators of Local 1 heartily wishing success for the enterprise and arduous task of the International and its officers in their efforts to gain improvements.

Executive Board, Local 1, Per Blitzer.

Delegate Ninfo, Chairman of the Credential Committee, read the following communication from Local No. 14:

June 5, 1912.
To the Officers and Delegates of the 11th
Convention.

We hereby certify that Brother M. Goodman has been duly elected as alternate to Brother H. Salutin, the seated delegate, who is now sick in bed. We beg that Brother M. Goodman be seated in his place.

{Signed} M. Yampolsky

Upon motion the recommendation of the Committee on Credentials, that Brother M. Goodman be seated, was agreed to.

The President announced that a telegram from Miss Casey and Miss Barnum was received that they were on their way to the Convention. (Loud Applause.)

Delegate Martin moved that a special committee be appointed to go to the train.

Secretary-Treasurer moved that the Convention as a body should go to the train.

Delegate Pierce said that nobody was more friendly to Miss Casey than he, but as Miss Casey has been confined to jail for a number of days and was in a very nervous state, a demonstration of this kind would only tend to set her back to her health. They ought not to allow sentiment to run away with good judgment. It would be better to appoint a special committee to go down to meet her and after she has had a couple of days' rest, then the Convention can give her the demonstration due to a woman of her standing.

After some discussion it was finally decided that a committee, consisting of Delegates Pierce, Polakoff, O'Reilly, Leader and Miss McGinty, should meet Miss Casey at the train.

The president announced that Louis A. Katz, the attorney of the Union at Cleveland, was present. He believed it was right that he should tell us at least how the situation in Cleveland stands. Besides being a lawyer, Mr. Louis A. Katz should actually be considered as one of ourselves. He really did more picket duty during the strike than any one of the strikers.

(For Louis A. Katz's speech, see the "Ladies Garment Worker" for July, 1912).

REPORT OF THE CLOAK OPERATORS' UNION—LOCAL 1

To the 11th Convention of the International
Ladies' Garment Workers' Union:

In our report to the last convention at Boston, we referred to our membership as being 2,000. We also reported that the cloak trade in New York was in a demoralized condition and in order to change a bad state of affairs in the trade a general strike was indispensable.

After seriously debating the question the convention adopted a resolution to this effect.

When the delegates returned from the convention the Cloak Makers of New York were already prepared for action from which our leaders could hardly restrain them till July.

On the 7th of July, at 2 P. M., in response to an appeal issued in the "New Post," then edited by our president A. Rosenberg, and now the official organ of the Cloak and Skirt Makers' Union, all the Cloak Makers went out on strike like one man and the whole industry was completely paralyzed.

All the shops were empty and looked like cemeteries. This splendid marshalling of the cloak makers' forces will always be vivid in our memory and it will remain on record in the annals of the history of the Labor movement. After a struggle lasting 11 weeks in which our leaders and executive members worked with untiring zeal, to which the Joint Board of the Cloak Makers' Union with its managers, S. Polakoff, Morris Sigman, Sol. Metz, Julius Wolf, Herman Grossman, our legal adviser, Meyer London, comrade B. Schlesinger, Manager of the "Forward," Comrade Morris Wintuhesky and the General Executive Board of the International Union with President Rosenberg and General-Secretary John A. Dyche, devoted all their time and energy, the historic struggle was finally won by the workers. Since then our membership went on increasing. We have now 13,325 members, 90 per cent of whom are in good standing and control the cloak trade in New York.

Unfortunately we have still a good many evils in the trade from which our members suffer much. Our members are namely subjected to discrimination in the shops and also to certain evils occasioned by our sister Local 17, the Children Cloaks and Reefer Makers' Union. The name of this local should really be the "Infants' and Children's Reefer Makers' Union," according to the Resolution of the last convention. This Local is, however, extremely fortunate in the fact that instead of being confined to making infants and children's Reffers, its members are making also big Ladies' Cloaks as cheaply as Children's Garments. Such a system spells ruin for our trade. It particularly affects the large locals of New York, Nos. 1, 9 and 35. Whenever a dispute arises about prices, the employers immediately refer us to the reefer shops where cloaks are made cheaper.

If not for these evils we would surely be able to control the prices and our members would make a decent livelihood for their families.

Our members are devoted union men and loyally abide by the decisions of our Local.

Our local is divided into six branches in various districts of New York. They meet twice a month and conduct their business to the satisfaction of all the members.

All the branches are represented on the Executive Board which works earnestly for the cause. The Executive Board is divided into Education, Grievance and Organization

Committees. All the committees together work for the welfare of the Union. We also maintain an office and an office staff of our own: Financial and Recording Secretaries and a Bookkeeper. We are also represented in the Joint Board.

Finally, it is the earnest wish of Local No. 1 that the International should become a strong power able to control the cloak trade throughout the United States and Canada and that it should carry out the objects for which it stands.

With friendly greetings,
B. FRIED, Fin. Secretary.
H. CUTLER, Rec. Secretary.

REPORT OF THE PHILADELPHIA CLOAK MAKERS' UNION, LOCAL 2.

In submitting our report to the convention, we are sorry to state that we have gone through a great deal of trouble during the last two years, and, therefore, the progress we have made, comes far below our expectations. Strikes, costly strikes have fallen to our share, and that accounts for it all.

Philadelphia is in many respects an unfavorable field for successful trades unions. The political administration of the city is steeped in corruption. Whenever a strike occurs, the city administration invariably sides openly with the bosses and persecutes the strikers with relentless insolence. This attitude of the police renders our strikes much more costly than they would otherwise be.

The inside contracting system is so deeply rooted in the unorganized shops that it would require almost superhuman efforts to abolish it. The favorites in the shops earn good wages, and they do all they can to surround the shops with such an atmosphere as to render it quite impossible for any outside influence, any idea of brotherly feeling and equal rights of work to enter. If, perchance, it happens that somebody in the shop ventures to say a few words in favor of a union, he is very soon made to feel it. Notwithstanding this we have quite a considerable membership, nearly one thousand members paying dues regularly, although only several hundred of them are employed in recognized union shops. What makes them so regular in their payments of dues and attentive to the problems of our union is the good and systematical way in which resolutions are carried out, the excellent order and the financial system of benefits. The members of our union are so staunch and reliable that no storm, however strong, will ever weaken or

shake them. Thus, considering our position, we are quite confident of the future. All that remains for us to do is to proceed in our activity even with more energy and perseverance, and we are confident of making more progress in the next two years.

M. SANDLER, Secretary.

GREETINGS FROM CLOAK MAKERS' UNION OF SAN FRANCISCO, LOCAL 8.

To the Eleventh Convention:

The conditions here in San Francisco are, of late, getting worse instead of better. The reason for this is the Panama Exhibition, which takes place in 1915. The general belief that this exhibition will supply sufficient employment for all and everybody is responsible for the enormous crowds of workmen of all trades who are coming here in quest of fortune. Naturally enough there are also many cloak makers amongst the new arrivals, and also many scabs. The employment agencies are literally besieged by those anxious to sell their labor, and they have to wait long before they are lucky enough to get a job. The wages in the cloak trade are at a very low ebb. The only thing that is still in force is the eight-hour working day.

These doubtful individuals mentioned try to give themselves grand and lofty airs. They cannot enter the union for fear of being quickly exposed, so they adopt the policy of shouting "Catch the thief." They try to run down and discredit the union. Fortunately, many of the workmen are addicted to races and other kinds of gambling. Such men are, of course, unfit as well as unable to occupy themselves with labor organizations. Even those who are but partly addicted to this scourge of gambling are none the less deluding themselves with false hopes of suddenly becoming rich through winnings, a thing that they can never expect from work.

However, in spite of all, our active members have not given up hope as yet. We do all in our power to organize the workmen and ameliorate their condition as much as possible.

We earnestly hope that the coming convention will work out new plans of organization which will prove beneficial to all of us."

R. BROWN, Secretary.

REPORT OF THE SKIRT MAKERS' UNION, LOCAL No. 23.

To the Eleventh Convention of the International Ladies' Garment Workers Union:

Brother President and Delegates.—We are extremely glad to report the progress our local

has made during the last two years, since the last convention in 1910.

At the time of our last convention, our local was represented only by three delegates. The number of our members was then quite small and our treasury very poor. At present we are glad to state that instead of three delegates, we are able to send ten delegates, who are representing a membership of 8,000 strong, and are in possession of a substantial treasury. The hope we entertained at the last convention that a general strike of cloak and skirt makers of New York would be called, has been realized. The indorsement of the strike by the convention infused new life and fresh vigor into the then small body of members, enabling them a few weeks after the convention to organize a general strike of 70,000 workers and carry it to success.

We believe that the benefits and gains as a result of the strike are known to everybody. It is true that we have succeeded in abolishing many evils in our trade, as for instance, the inside contractors, individual ownership of machines, sweating shops, and many other evils well-known to everybody. Yet there remained evils of which we never knew anything as for instance, the introduction of week-work, which goes hand in hand with the section system. Now, however, there is no more week-work done in the skirt trade, nor does the section system exist. A new system has been introduced into the trade during the last two years. In the skirt trade we suffer more from the outside contractors than any other local in the cloak trade; the reason being that the skirt is the cheaper trade of cloaks, and the employers try their best to produce the cheapest work possible, and in fact a large portion of our trade is done in the outside shops by persons belonging to various nationalities.

To control this trade is rather difficult, the introduction of dresses into the market has been going on for the last few years. Formerly the manufacturing of dresses and waists was divided, each article was made by different manufacturers; men were employed at skirts and women at waists. But with the dresses having come into style, those who had formerly manufactured skirts have now begun to make dresses, and the girls who formerly made a waist only, now make a whole dress. This change is responsible for the prolonged slackness that makes itself keenly felt in the skirt trade. There are now fewer skirts made and some of our members who have been exposed to hunger and distress, attribute

the slackness to the existence of the union, believing that the trade is on this account being transferred to other towns where non-union labor is procured at a much cheaper rate. But, subsequently, when strikes broke out in Cleveland and Chicago and still unemployment remained the same as before, they were bound to arrive at the conclusion that the trade has not gone out to other towns, and that their slackness is due to entirely different causes; namely, that the manufacturing of dresses has become very extensive in the skirt and waist industry, and that the skirt and waist manufacturers have also started making dresses. That is how the trouble began.

The employers, in their desire to get rid of the good union men refuse to let dresses be made by skirt makers, on the plea that dresses are to be made by dressmakers and not by skirt makers. It was pointed out that skirt makers are just as competent work people as the dressmakers. But this was of no avail. The manufacturers refused point blank to have anything to do with the skirt makers' union. They referred them to the Charter of Local No. 23, wherein it is plainly stated that they are only skirt makers. The employers then wanted to sign agreements with Local No. 26. It is self-evident that the motive prompting them to this act was simply because they thought that their work would be done cheaper under the control of Local No. 26. Several manufacturers succeeded in going under the control of Local No. 26. We, however, having foreseen the consequences of such a step, did our very best to retain the shops under our control and to obtain for our members better conditions, but as yet we have not been able to settle the disagreements and differences in our trade. All this because in our charter we are not named "Skirt and Dressmakers' Union."

We therefore earnestly hope that the convention will take this question of jurisdiction into its earnest consideration, and see to it that we have the name of Skirt and Dressmakers' Union, Local No. 23, on our charter.

We are controlling 300 shops, and dresses are made in a large majority of them. We thought of being able to settle this question with Local No. 26 before the convention, but after a number of conferences, we came to the conclusion that there is a difference between the two locals and their respective conditions, and that the trade cannot be controlled by both locals. According to our sys-

tem of work, this trade must come under our control.

We, therefore, request that you should alter our charter and also find ways and means how to organize the dress trade which is at present unorganized. There are about fifteen thousand workers engaged in this trade.

In spite of all these difficulties in our trade our local is yet in a flourishing condition. Our local is one of the biggest in the International. It has 8,000 good-standing members, consisting of operators, skirt tailors, finishers and basters. Most of them Jews. There are about one thousand Italians. The financial side of our local is in a very healthy condition. We have at present in our treasury \$25,000. We may also remark that our local expense is bigger than the expense of the biggest local of the International. The expenses are mostly incurred in payment of strike benefits. Our local has paid in strike benefits during the last two years about \$28,000; in support of other locals of the International, \$28,000, and outside organizations, \$668.

The moral side of our local is also in a sound condition. Soon after the general strike was over, we divided our local into several sections. Having conducted section meetings for the space of a year, and not being fully gratified with the result of their working, we abandoned the section meetings and now we have a general meeting every week.

Our local also carries on educational work, mass meetings and lectures on labor questions.

After the general strike we also had quite a number of shop strikes about prices, conditions of work and the sending of work to outside shops. All the strikes were settled in our favor.

Our local has always been and will remain loyal to the International Union, and will help to carry out all plans and schemes that the convention may decide upon.

Our initiation fee is: For men, \$15; for ladies, \$10; apprentices, \$25. Weekly dues 16 cents, and each member gets the "New Post" sent home, free of charge.

We earnestly hope that at future conventions all those trades that are not as yet organized will then be represented by delegates.

With fraternal greetings,

G. WISHNAK.	J. ABRAMSKY.
JOHN A. DYCHE.	H. KLEIMMAN.
M. PEARLSTEIN.	J. KAPLAN.
MAX ALBERT.	H. WANDER.
MAX BRODFIELD.	FRANK COMUNALE.

**REPORT OF THE LADIES' WAIST &
DRESS MAKERS' UNION
LOCAL 25**

To the Eleventh Convention of the I. L.
G. W. U.:

Worthy President and Delegates,

According to our Biennial Report, submitted by our Worthy secretary, Brother Dyche, it appears that Local No. 25 had during the last two years 74 strikes, 53 of which were successful, 3 settled by compromise, 1 by the State Board of Arbitration, and 17 were lost. If this is the case then, Local No. 25 must have had hundreds of shops under its control. After the general strike of 1909-1910, Local 25 signed agreements with 350 manufacturers. In order to make this quite clear to the delegates it is necessary to make the following explanation:

The General Strike of the waist and dress makers in 1909 was called out without adequate preparations. The leaders of the local had a rather scanty idea what it meant to call a strike of an extensive trade like ours. Even the most optimistically inclined amongst us did not expect that more than 5,000 employees would respond to the call.

The officers of the International Union looked upon the movement with doubt and pronounced the idea of a general strike in the Waist and Dress making trade as absurd. Thus, not having expected a very general response to the call for a general strike the preparations were naturally not very efficient. The active members who were to lead the strike were only few in number, and so it came about, that when the general strike was declared and a multitude of 18,000 to 20,000 responded to the call, many things, in spite of our best intentions were left undone or neglected and many working in large shops returned to work even before we had time to arrange a meeting.

The strike lingered on for about 16 weeks, and the few active members could not possibly manage to watch over the settled shops and place them under efficient control.

This strike did not meet with the expected success, because, firstly, we mostly succeeded in gaining control over the small shops only, and secondly, owing to inexperience, many shops that had settled during the first, second and third week of the strike, but were not properly looked after during the strike, relapsed into the old conditions.

The employers, as in their wont, tried to discourage the workers by all sorts of tricks

and so it came about that although there were in the archives of Local 25, 350 signed agreements, yet, a large number of shops were no longer union shops. These included small and insignificant manufacturers who either became bankrupt or went out of business altogether. Thus, in the year 1911, when the Union had to renew the agreements it was found that there were only about 200 shops left.

After many efforts and single shop strikes, Local 25 succeeded in 1911 in signing agreements with only 164 manufacturers; and before a month was over 7 of them went out of business, 18 went into bankruptcy and 9 had their business destroyed by fire. Thus Local 25 was left with only 130 settled union shops.

It was quite clear to us that something extraordinary would have to be done to get control over the Waist and Dress Making trade. We were perfectly convinced that it was impossible by a systematic agitation to bring about the organizing of 40,000 employees in a Union. Thus the question of another general strike became the order of the day for the Executive of Local 25.

A committee of two members of Local 25 was sent to the meeting of the general executive board of the International Union, which took place on the 10th of September, 1911, in Cleveland, Ohio, to report on the conditions of the trade and to submit the request of Local 25.

The General Executive Board heard the report of the committee on the condition of the Union and the suffering of the workers in the trade. (the committee having pointed out that, with a systematic preparation the support of the International Union and the falling in line of the cutters, a general strike in 1912 in the Waist and Dress Making trade would result in the building up of a strong and powerful Union,) and elected a committee of five to put itself into communication with Local No. 25, and Local 10 with a view of agitating and preparing the workers for a general strike.

The result of the agitation of this joint committee was that within the ensuing few months two thousand employees joined the Union and many thousands more were waiting for the last moment. Many employees did not believe that a general strike would be called, and did not think it worth while to join the Union otherwise. Many others would not join the Union for fear of being dis-

charged from their places, and these also waited till the last moment. When at the last moment the question of a general strike was referred to a vote of the members of the Local in good standing and carried by a majority of 90 per cent in favor and only 10 per cent against, the officials of the International Union, contrary to all our expectations, recalled their indorsement on the plea of the International Union not being strong enough financially to undertake such a gigantic strike.

The leaders and executive members of Local 25 vehemently protested, thinking of the workers' indignation. They, in whose heart a sweet hope for a betterment of their condition was rising, would now, when left in hopeless disappointment, become despondent and embittered, and would forsake the Union in the same way as the Union had forsaken them.

We tried to point out to the leaders of the International Union that the workers would rightly turn from a Union that misled them. This was the opinion of thousands of workers, but it was of no avail. The officers of the International Union were firm in their resolve not to sanction a general strike. They explained that the Cleveland strike had exhausted their financial resources, and in order to be able to carry to success such a gigantic strike in the Waist and Dress Makers trade it was absolutely necessary that the International Union should be in a better financial condition.

Most of the manufacturers actuated by the fear of a general strike signed agreements with the Union, but no sooner had they heard that there would be no strike many of them went back on their settlements and locked out their employees. During the first two weeks the Union had 34 shops on strike, four of which were lost and 30 conceded the demands of the Union. 30 shops disobeyed the Union's order to carry on single strikes for union conditions. These shops in their embitterment against the Union, went so far as to surrender their fate into the hands of the employers. This resulted in the Union having signed agreements with only 90 manufacturers, 20 of whom were small and insignificant.

It ought to be quite clear to the President and delegates of this convention that Local 25 will have a poor existence if it is to remain under the present conditions. There are about 40,000 workers engaged in the trade of

Waists and Dress Making. They suffer terribly; long hours and starvation wages is their lot. They are anxiously waiting to see what the Eleventh Convention of the International Union can do for them. They are waiting and hoping for relief! Let the convention decide upon a general strike in 1913. With the support of the whole International Union, we hope to succeed in getting Union control in the big shops of the trade. Then Local 25 will have justified its existence, and the International Union will have a Local to be proud of.

With trade union greetings.

THE WAIST AND DRESS MAKERS' UNION, Local No. 25.

A. Baroff, B. Witashkin, S. Spiwak, Clara Lemlich, E. Reisberg, H. Lieberman, and S. Hyman—Delegates.

GREETINGS FROM CLEVELAND.

To the Officers and Delegates of the Eleventh Convention of the I. L. G. W. U., Greeting:

Since our members in Cleveland returned to work after a prolonged and bitter fight lasting 20 weeks, a regrettable reaction has set in amongst the ranks of our members. The majority of our members stand aloof from our locals for fear of losing their daily bread.

The manufacturers, on the other hand, try their utmost to harm us by a systematic espionage in the shops, and even in the unions.

To our great regret the bosses often succeed in sowing discord and misunderstanding amongst the masses. And as though this were not sufficient for our exploiters, they took revenge on our most devoted officials and earnest union men by driving them out of the shops and replacing them by others more humble, whom they can oppress without fear, in order to demonstrate that if those who have remained will not behave like "good boys" and be obedient slaves to "their masters," they will have to share the fate of their predecessors.

Apart from that, we also know for certain that the bosses have a "black list," and that they are also in possession of photos of all those who bravely fought for their rights at the time of the strike and how many times each of them was arrested, and thus it is easily understood what kind of treatment men with such a record have to expect at the hands of the bosses.

However, the bosses are cunning enough, by trying to appear in the eyes of the public charitable and generous. Of course they would not like the fact of their having a black-list be known to the general public, so in order to avert suspicion, they took back some of the active members, especially the very best, the most capable hands, and they never lose an opportunity of mentioning it. It has a great deal to do with their philanthropy, and it is solely for this reason that they give them employment and render their life a perfect misery, quite in the "philanthropic style," so much so, that in the end, the poor and oppressed workers can stand it no longer and quit the places on their own account. However, all this persecution and suffering does not weaken the class consciousness of the intelligent workmen; quite on the contrary, the more we are oppressed the fiercer will be our fight, and notwithstanding the fact that many have deserted our ranks, we still manage to hold our own and stand firm on our ground. We have here six locals, four of which are Jewish, one Bohemian and one Hungarian. We also have a Joint Board with well represented delegates. The tender-hearted bosses are, of course, genuinely sorry to see us still "alive and kicking," but this they are helpless to prevent. The sad recollection of their having lost enormous sums of money through the union certainly does not tend to appease their anger. Of course, they are trying their utmost now to make good their losses by taking advantage of those unfortunates who are compelled to work for the smallest prices. Our union is going through a momentary crisis, and the bosses are cognizant of this fact, and they try to make hay while the sun shines; to grab as much as they can while there is yet time, for they know that the workers are commencing to understand their own interests and our "bread-givers" naturally feel what is awaiting them.

In order to reorganize our unions on a firm and sound basis, we appeal to the delegates who will represent their respective locals at the coming convention, that in considering various schemes for the good of all, they should think of Cleveland in particular in order to restore our firm foundation and conquer our enemies and oppressors.

H. BERKOWITZ,

Cleveland, O.

**REPORT OF THE LADIES' TAILORS
AND DRESSMAKERS' UNION OF BOS-
TON, LOCAL 26.**

To the International Ladies Garment Workers Union in Convention Assembled:

Sisters and Brothers.—Many of you are acquainted with or have heard of the Ladies' Tailors and Dressmakers' Union, Local No. 36, of Boston. You remember that but a short while ago Local No. 26 was amongst the strongest locals of the International Union. For a considerable length of time our Local was the only union of Ladies' Tailors on the continent which could command any respect from the bosses, as well as from the workers.

In the year 1909, the employers association of this city undertook to break this local, and they all but succeeded in their aim. After a long and bitter struggle, the strike was lost, but the Ladies' Tailors and Dressmakers' Union, although not quite as strong as before, is still alive.

The struggle caused a big deficit in our treasury. Part of this deficit was in the form of unpaid per capita tax to the International amounting to \$75. Of this we paid \$20. There is still \$55 due to the International Union.

Just at present our local is again getting into the spirit of the thing. Before next September we will start an organizing campaign which bids fair to accomplish results, and before the end of the year we propose to have the entire trade organized. Our finances, however, are rather low, compared with the task in contemplation. We, therefore, realizing the necessity of concentrating all of our energy available on this organizing campaign, voted not to send a delegate to the International convention. We hope that you will consider our action most proper and right. We now beg of you, the International Ladies' Garment Workers Union, in convention assembled, to do your share in our organizing work, by crediting our local with \$55, and thus cancel our debt. This will allow us to put much more energy into the organizing work and it will afford us more financial freedom for the work.

Hoping that you will grant our request, we remain, fraternally yours,

**THE LADIES' TAILORS AND DRESS-
MAKERS' UNION, LOCAL No. 36.**

I Paris, Secretary.

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REPORT OF THE WRAPPER AND KIMONO MAKERS' UNION, LOCAL 41.

To the Officers and Delegates of the Eleventh Convention, Toronto, Canada, Greeting:

At the tenth annual convention held at Boston our delegate then reported to that convention of the unfortunate position of our local and its membership, which at that time consisted of three hundred. The employees were then accustomed to work nine and a half hours and even more a day. At that time more than ten thousand employees were unorganized. Our delegates' request at that convention to aid our helpless working people was turned over to the General Executive Board. Thereafter a committee approached the G. E. B. and pleaded with them to organize the trade. The Board appointed a member from our local to organize three locals, namely: Locals No. 41, 50 and 72 and paid his salary for five weeks. The said organizer found that nothing beneficial could be done for the working people of the trade unless a general strike were called. In the summer of 1910, the General Executive Board was too busy with the cloak makers' strike, and would not indorse our proposition for a general strike. The season was a very busy one, although the employees worked long hours for small wages and we were of the opinion that a strike could easily be won. We therefore went out on strike on our own account after the matter was thoroughly considered by our members, for nine hours a day and more wages. But after two days' strike, we received a communication from the general secretary, John A. Dyche, ordering all our members back to work, because a strike was then in progress in the cloak trade. This matter was then submitted to our members at a meeting called specially for that purpose, and the proposition was laid before them. Naturally they protested against the action then taken by the general secretary, believing that they were as good as those who were affiliated with the cloak makers' union, and the strike was continued. Having struck for one week, we were victorious, having won the nine hour demand and organized two hundred members in Brooklyn. In New York the people in this trade have been working nine hours for the past eight years. We now see that having organized only a small percentage of the working people of this trade, we will never be in a position to better the condition of the workers and assure the existence of the local, for we are very weak financially,

and to do this we would naturally need your aid and assistance.

We realize to-day that the conditions of more than ten thousand people working for very low wages is very deplorable, for not alone is it possible for a man to earn a livelihood, but it is impossible even for a girl to earn her bare necessities of life under the present scale of wages. We called many shop meetings from the non-union shops, but they always ask of us what benefit they can derive if they belong to the union. Therefore, we believe that a general strike will have to take place in order to organize the trade.

For the past few months our trade was exceptionally busy, and we again appealed to the General Executive Board to indorse a proposed general strike. To this they answered that first our members must pay weekly dues amounting to 15 cents. We succeeded in carrying this out and have again appealed to the G. E. B. to help us win a fifty-hour week and more wages, knowing that we could easily have won a strike. We were advised that the G. E. B. would look into the matter.

We have lived in hopes daily and for that reason we have not made any agreements with our bosses, and now things are so that they are mightier than we are and the members are very much displeased, and should conditions continue, our local will surely go to pieces.

As you well know, our trade is now entirely changed. Instead of wrappers and kimonos, we make, as a rule, house dresses. Our membership is about eight hundred. We control at the present time three branches in New York and Brooklyn. We also keep two paid officers and a regular office.

We hope and trust that after you will have read this report and given it your consideration, you will feel our predicament and you will, no doubt, help our delegate at your convention to secure for us an indorsement for a general strike.

We remain, fraternally,
**WRAPPER AND KIMONO MAKERS'
UNION, LOCAL NO. 41.**

**REPORT OF THE CLOAK AND SKIRT
MAKERS' UNION OF TOLEDO, O.
LOCAL NO. 67.**

To the Eleventh Convention of the I. L. G. W., Greeting:

At the last convention which was held in Boston, our local was unable to be represented, our membership numbered then 62, and our funds amounted to \$50. Our working hours were then not less than 60 a week, and we

had nothing to say in regard to making prices. To-day our membership numbers 196, and we have in the treasury \$1,200. We have also assisted the Cleveland strike with \$1,286, which averages over \$8 per member. We have paid \$290 in sick benefits within 18 months, and have donated to other organizations and traveling members from other locals, \$250. Our weekly dues are 16 cents, and our initiation fee is \$3. In May of last year we, with the assistance of the General President, A. Rosenberg, and General Secretary John A. Dyche, acquired the 50-hour week, and the concession of a shop chairman and price committees. Besides making material gains through organization, our members have also gained intellectually and in order to maintain the present conditions, we would suggest that the international Union find ways and means to keep up the spirit of the members by having an organizer visit us more often than in the past; we also feel that the International Union would do a great service to the membership at large by promoting a closer relationship between the neighboring locals.

Hoping that this convention will bring us closer to our aim, we remain fraternally yours,

MORRIS J. COHEN, Secretary.
MEYER ROSENBERG, President.

REQUEST FROM THE CLOAK PRESSERS' LOCAL 88, OF BROOKLYN, N. Y.

To the Eleventh Convention of the I. L. G. W. U.:

Fellow Delegates.—The undersigned, cloak and suit pressers of Brownsville, Local No. 88, respectfully beg to present before you our grievances against the Joint Board of New York. These are as follows:

At the last convention, held in June, 1910, when some of the delegates present raised the question whether our local should be recognized by the Joint Board, the convention went in our favor, and a resolution was then passed that our local be in every respect recognized as a local of the International Union, and instructed the Joint Board of New York to admit us as an affiliated body, and extend to us the same rights and privileges that other locals of the International Union are entitled to.

Has the Joint Board admitted and recognized us, as was decided by the convention? Emphatically, no! For nearly two years we have been trying to get from them the recognition due us, and have not only failed in our efforts to gain recognition, but we have also

been outraged by the action of the Joint Board which has treated our members as mere "scabs." Yes, brethren, every member of our local was excluded from every union shop throughout New York by the order of the Joint Board. Our local and every member thereof were treated as enemies of organized labor, for no other reason than that we claim our rights as a local of the International Union. Many of our good standing members were turned away from the shops and made to suffer want and deprivation. Their families had to go hungry and cold, and in many instances thrown out from their rooms into the street, because the head of the family, being a member of our local, though in good standing, was not permitted to work in his shop. Such was the action taken by the Joint Board against their own brethren, who instead of enjoying the same rights and privileges as the members of the Joint Board locals they were treated as if they were non-unionists by the leading representative of our locals and unions in New York. Surely such action savors of tyranny and despotism, and is in utter violation of our Constitution and of every principle of right and justice.

But, it may be asked, why has the Joint Board taken such despotic action against our local and members? Is it because we were not in good standing, or because we have not observed the rules and regulations prescribed by our Constitution and By-Laws, or because our local has failed to perform its duties towards the organization? No. None of these. Our members have always been and are today in good standing. They have at all times complied with all the rules and requirements of the Constitution and By-Laws of the International. Our local has done more than its share to help the organization. From the day the charter was granted to us, we worked actively and conscientiously to help our organization in every way. During the strike our local took quite an active part and did every possible thing to better our conditions. It certainly helped to bring the strike to a success. When the strike was over we spared no time and efforts to assist in maintaining what we have accomplished. On every occasion we were of the first to give mutual aid and financial assistance to the various committees who applied to us and who were in need of something or other. So that those are not the causes that called out such tyrannical action on the part of the Joint Board.

As you well know, at the last convention,

Local 35 raised its voice against the existence of our local, but was made to understand by the convention that our local will continue its existence. Since then, it has tried in every way to oppose us and managed to influence the Board so that it demanded our dissolution. Knowing that such a demand from the Board was unconstitutional and unjust, as it was contrary to the terms of Section 2, Article XI, of our Constitution, and contrary to the resolution passed by the convention, we would not and could not permit ourselves to be dissolved.

It is strange indeed to hear from the Board that our local has no right to exist, because Local 35 wishes it. Have we not the same rights and privileges that other locals have, and that Local 35 has? The Joint Board says, no. And why? Because the membership of Local 35 is far larger than ours and can bring more nickles and dimes and dollars into the treasury of the Joint Board, which seems to care little for our Constitution and little for the will of the organization.

Now, we ask, shall such a state of affairs be permitted to exist in our great organization? Shall our password be nickles and dimes and not union and harmony? Shall we be governed by the Joint Board or by the main organization? The answer must be given by the convention.

Now, a few more words concerning ourselves and our local. Is our position sound, and have we a right to continue our existence? The answer must be in the affirmative. First, in a town like Brownsville, with a large population, of which very many work in our trade, a local union is a necessity. All members of our local being employed in Brownsville, know the town and the conditions of the trade, which is mostly an outside trade, and they are fully capable of supporting a local union. It is no more than right that our member should have such a local union.

Secondly, the members of our local, most of whom being more or less intelligent, and almost all being in good standing and desiring to retain its charter, demand that we continue our existence and be given our rights guaranteed to us by Section 2, Article XI, of the Constitution, as follows:

"A. L. U. shall not withdraw from the I. L. G. W. U. or dissolve so long as seven members at a special meeting called for that purpose object, and are willing to retain its charter."

Now, brethren, shall the Joint Board of

New York have more to say than our Constitution? Shall money control a representative body of our unions more than resolutions of our meetings and conventions? No! A thousand times, no. We, therefore appeal to you, brethren, to you, the highest tribunal of our main organization, to see that we get justice, and that there should be no recurrence of what the Joint Board has done to us in the past, and see that we get the recognition due to us.

Feeling confident that our grievances against the Joint Board will be taken into consideration and the convention will go in our favor, we remain gratefully and fraternally,

CLOAK AND SUIT PRESSERS OF
BROWNSVILLE, LOCAL No. 68,
Chas. Duckler, Secretary.

*REPORT OF THE CLOAK AND SKIRT
MAKERS' UNIONS OF ST. LOUIS,
MO., LOCALS 18, 31, 78, 93 and 105.*

To the Officers and Delegates of the Eleventh Convention of the International Ladies' Garment Workers Union, Greeting.

At the last convention in Boston, St. Louis was not represented. At that time St. Louis had only the Cloak and Suit Cutters, Local No. 16, which was so small and poor that it was not able to raise enough funds to send a delegate.

Since that time things have changed. The general strike in New York which succeeded in spreading a wave of unionism over the land, also reached St. Louis, and in August 1910, the Cloak Operators and Finishers have organized as Local No. 78. A little later the following locals, Skirt Makers Local No. 18; Cloak and Skirt Pressers, Local No. 31; Alteration Ladies' Tailors Local No. 93, were organized.

In February, 1911, we had organized in the various locals about 500 males and 200 females. The Ladies' Custom Tailors and Ladies' Skirt Makers were still unorganized, and it was believed at the time that we would not succeed in organizing them until we have a steady organizer, and at the same time we have also felt the necessity of having an office and a representative to settle all kinds of trouble arising between our member and the manufacturers and the above things have forced our union to open an office and engage a business agent and on the 12th of June, 1911, this was done, and Brother J. Glickman was elected business agent.

At that time we had in St. Louis five (5) locals, which had a Joint Board elected from the best of their members, and who had tried their best to help organize the locals and transact business in an intelligent, business-like manner. During that time the Union came into conflict with some of the manufacturers, and we had to call strikes. Some were successfully won by the union and others were settled by the working men without the recognition of the union. In some shops we won recognition of the union without any trouble.

All these have taken our time and energy away, so much that at one time we sent for the President of the International Union. During that time our city was visited by the organizers, Weinberg, Chas. Fromer, Miss Pauline Newman, and they helped very much in upholding the spirit of our members.

In the beginning of August a strike was called at Palmer's shop in Chicago, and with the existing strike in Cleveland, it affected our union very much, as numerous workingmen from those cities came to St. Louis and over-crowded the market still more.

Our members started complaining against the union. Somebody spread rumors that the officers of the Union are encouraging the people from those cities to come to St. Louis. The manufacturers being aware of what was going on in our ranks, welcomed the strangers and gave them a show.

We would have overcome these difficulties somehow, if not for another foe which we have least expected. At the end of November two of the bigger manufacturers, one a union shop, have given up manufacturing clothes, and this has thrown out of work a large number of our members, without any chance of getting a place.

At the same time other manufacturers closed down their shops and declared that they would not have any more union members in their shops. This demoralized our members so much that the union was unable to have control over them, and it is understood that the first and main sufferers were our active union members, all who in their desire to get a job had to give certain securities that they would not belong to the union, and even this was not sufficient to secure a place to work, as there was not sufficient work for all.

Under such circumstances it was impossible for some of the locals to exist, as the members were scared away from the meetings for fear that the manufacturers may find out that they belong to the union.

Much credit must be given to the members of the Joint Board. They certainly were the first to suffer, as no boss wanted them to work, but none of them has deserted his post, and they were busy making plans to mobilize the members around the union. A committee of two were sent to the quarterly meeting of the General Executive Board in Chicago, and requested the International to help us, and as a result, General Secretary-treasurer, John A. Dyche, visited us in January, at the time of the last lockout. He advised us to keep up the office under all circumstances, and promised that the International would help us and his promise was fulfilled. Our union has received eight weeks' pay for the business agent.

The Joint Board has decided to amalgamate Locals 18, 31 and 78 into one. This made it possible to establish some system and to hold meetings. At the same time a few members of Local No. 93 have divided among themselves the funds of the local, and on the advice of the general office, suit was brought against them in court, and they had to return the money.

At present the working men of St. Louis are demoralized and scared away from the union. The following fact will show: At the beginning of May I have succeeded in bringing together some members of Local No. 93, with the intention of building up again the union, and the next day two of them were fired and the rest of them were warned not to go to the union, or they would lose their jobs.

But there is also a good side to this report. At the beginning of January, the Custom Tailors were organized, and so far they have a good strong local, No. 106. We have now in St. Louis three locals, Locals 18, 78 and 106. These locals have a membership of about 250, and Local No. 78, having amalgamated with other locals, is therefore the strongest. We are keeping up the office and the business agent, and are also sending two delegates to the convention. Things are improving now. New concerns are being opened, and if the International Union will send an organizer to our city, we are sure to have a strong and good union in the fall season.

Respectfully submitted,

JACOB GLICKMAN,
Business Agent.

A discussion ensued on the question of Local reports to the Convention. Delegate Lefkowitz moved that the Locals having failed to place their reports in the hands of the General Sec-

retary-Treasurer in time should bring them forward at the Convention.

The Secretary-Treasurer: This motion is out of order; it is against the Constitution. The Constitution reads that twenty days prior to the Convention the report should reach the General Office. The reports of all the Locals that have complied have been printed. Any reports that reached me after the twenty days have not been attended to and cannot be included in the proceedings.

The meeting adjourned at 11 o'clock A. M.

Friday, June 7th, Morning Session

President Rosenberg in the chair.

The following were absent at roll call:

Max Amdur, M. Kushner, Daniel Nisnewitz, Abraham Scherer, Harry Kleinman, Meyer Perlstein, Miss Clara Lemlich, Meyer Rosenberg.

It was announced that Delegate B. Fried, Local 1, had received news of the death of his brother which necessitated his going to New York.

The following telegrams were read:

Boston, Mass., June 6, 1912.

John A. Dyche, Secretary-Treasurer Int. Ltd.
Garment Workers Convention, Toronto.

We appreciate your support and we assure you of our absolute innocence on all counts except loyalty to the working class. May your convention lead to greater solidarity and power of the Garment Worker.

Eitor and Giovanniti.

Baltimore, Md., June 6, 1912.

John A. Dyche, Labor Temple, Toronto, Ont.
Local 34 greets the delegates to the Eleventh Convention with brotherly regards.

M. Hertzbach.

Upon motion agreed that the first telegram should be sent to the press.

The President announced that Miss Josephine Casey was taken so ill on the train that she came to the conclusion she could not stand any demonstration and therefore went back East. Before she left she, however, dictated the following letter:

Toronto, June 5, 1912.

Mr. President and Sisters and Brothers of the Convention:

I am more than sorry I cannot carry out my plan of greeting you in person to-day; but I find after this particular "Round" with Hatfield, I have to call "Time" in order to go in training for another round.

The trip has been harder on me than I expected and my one desire now is to hurry on to the sea-shore where I regained my strength once before, after my mother's death.

The report from Kalamazoo will have to be delivered to you by others. I feel that already we have accomplished much, not only for the Trade Union Movement of Kalamazoo, but also for the Campaign which all Trade Unions must make against "Government By Injunction."

You will know from the fact that I actually got to Toronto how anxious I have been to see you all.

My very best wishes are with you in your Convention work.

Yours with regret,
Josephine Casey.

The President announced that a photograph of the entire delegation would be taken in the afternoon in front of the City Hall and he wished all to be present. Also that the Toronto Committee had arranged for a banquet to be held that evening in the Assembly Hall.

Delegate Myrtle Parsons from Kalamazoo was granted the privilege of the floor and called the delegates' attention to three different styles of pictures she was selling for the Kalamazoo corset strikers. They all knew already it was for a good cause.

The President called on Miss Belle Yount, of the Kalamazoo strikers, who volunteered to go to jail rather than accept bail, to demonstrate they did not recognize the decision of the Judge, to say a few words.

Miss Belle Yount said she was not so good at making speeches as at going to jail. They were arrested for doing nothing. They had been down the street picketing in a peaceable way when they were served with an injunction, arrested and put in jail for nothing. They were there sixteen days before they had a hearing. They refused to take bail, for they had done nothing. Then they were convicted of contempt of court. Miss Casey was sentenced to 20 days and eight others were sentenced to five days and some to ten days. One girl was sentenced to five days more, because she waved her paper in the air and said "See, girls, what I have." Then, after her time was served, one lawyer made arrangements for somebody to stay with Miss Casey. She was not able to be left alone at night. So she, the speaker, went back and stayed four nights with her. Miss

Yount came to the Convention right from jail. (Loud applause.)

Delegate Dyche: We have a letter asking us to allow a committee of the Eaton strikers to say a few words.

Upon request the privilege of the floor was granted to the Eaton strikers.

Brother Gould, one of the strikers, said that in the name of all the strikers they welcomed the delegates to the 11th Annual Convention and wished them all success in their work in the hope they would stand for the rights of all.

Having been on strike for sixteen weeks, they wished to acquaint the delegates with their grievances. Previous to the strike the T. Eaton Co. tried to reduce prices on every garment. When an employee went to the manager to complain he was discharged and placed upon the black list in that company. Then the company ordered a new process of work. They wanted the employees to put the linings in the cloths by machinery. The employees tried it and found it would be impossible for them to make a living thereby and they complained to the manager. His answer was that he didn't care for our living. He didn't care what wages we made.

On February 14th they received an ultimatum that they must do the work as ordered. They appealed to the head manager to give them an hour's time to decide what they were going to do. He only gave them 8 minutes' time and the employees were not satisfied to go back to the machines on the conditions.

Then the police and detectives called and roughly put them out. Of course, the rest of the departments went out in sympathy.

For the past seventeen weeks they had thus been on strike and their families were in sore need. They, therefore, appealed in the name of the strikers and their families to the Convention to come to their assistance. Some of the strikers would be forced to leave the city to look for employment, but none of them would leave the International Union. They would fight their enemies to the bitter end until final victory.

Upon motion it was unanimously decided to donate \$500 to the strikers.

Upon motion it was agreed to place on record that a year ago that day and hour the Cleveland strike had been called.

Delegate Epstein, Secretary of the Resolu-

tions Committee, reported on the following resolutions:

Resolution No. 1.

Whereas, during the general strike in Cleveland, one Benjamin Acquino, a striker, who accidentally shot and killed a certain individual, was arrested and charged with murder, placed under \$8,000 bond, later reduced to \$1,000, and was in jail about two weeks before bond could be obtained, but was only obtained after the friends and relatives of the said Benjamin Acquino had given their fellow countryman the sum of \$800 (eight hundred dollars) as compensation for signing said bond, which was later forfeited because of Benjamin Acquino having left the jurisdiction of the court and the country, and

Whereas, the Local Officers of the Cleveland Unions promised to refund to the friends of the said Benjamin Acquino the said sum of \$800 and that the said officers endeavored and did make special efforts to pay said obligation, and have paid the sum of \$500, leaving a balance of \$300 still unpaid, and

Whereas, the said Local Unions of Cleveland are financially embarrassed, and are unable to further meet this obligation of \$300, therefore be it

Resolved that this Convention authorize the I. L. G. W. U. to advance the sum of \$300 to fully satisfy and discharge the obligation assumed by the Unions of Cleveland.

(Signed) Harry Berkowitz,
Joint Board of Cleveland.
Arthur Ganz, Secretary

The recommendation of the Committee is to reject on the grounds that this transaction occurred without the knowledge or sanction of the office of the I. L. G. W. U.

After some discussion, during which delegates Felt and Berkowitz opposed the Committee's recommendation, the matter was, upon a motion by delegate Pierce, referred to the incoming General Executive Board.

Resolution No. 2.

Whereas, about 600 cloakmakers at the T. Eaton Co. of Toronto, Canada, who through their activity in the recent struggle do now and will for some time to come suffer discrimination, that will keep them out of employment at least until the middle of July, and

Whereas, these strikers have stood loyal for fifteen weeks, five of them without receiving any strike benefit at all and the remainder on a meager pittance of \$3 and \$5, single and married, respectively, and

Whereas, it is essential to the welfare of

our organizations to stand by those who have and are now standing loyally by our Unions, therefore be it

Resolved that this Convention shall devise ways and means whereby to help these loyal Union men and women until they find employment.

M. Lapidus H. Salutin, L. Berger and S. Reitzin, Local No. 14; J. Welkofsky, J. B. of Toronto; A. Kirzner and L. Salinsky, Local No. 92; D. Webb, Local No. 83; J. Kress, J. B. of Montreal;; L. Jacobs, Local No. 102; L. Cohen, Local No. 13; H. Laberson, Local No. 61; J. Kivenko, Local No. 19.

The recommendation of the Committee is to refer to the incoming General Executive Board.

Upon motion the recommendation of the Committee was concurred in.

Resolution No. 3.

Whereas, in the City of New York a great number of unorganized Ladies Shirt Waist Makers, Petticoat Makers, White Goods Workers, Kimono Makers and Children's Dressmakers, total being about 50,000 to 60,000, in the trade, and

Whereas, 90 per cent. of the workers are females and a great number of children under the age of sixteen are working in these trades and the hours of labor are 55 to 60 per week, and

Whereas, it is impossible for those who are members of Unions and who are working in these trades to create a fund to organize and to establish Union conditions throughout the trade, therefore be it

Resolved that this Convention shall decide to levy a tax on all the members affiliated with the I. L. G. W. U. to organize and enforce Union conditions in the above-named trades.

(Signed) S. Polakoff,
Delegate Local No. 9.

The Committee recommended that a fund be created for this purpose by levying a tax of 5 per cent. on the treasuries of each Local of the I. L. G. W. U. and that this tax must be in the hands of the General Executive Board by October 1st, 1912.

Moved and seconded that this recommendation be concurred in.

Delegate Dyche: It means that the Convention appoint somebody to collect the tax.

Delegate Kleiman: I have been in favor of the recommendation because we know that the tax on individual members will never be collected. The Cleveland tax, although not yet

collected from all the members, yet has been paid by those Locals that have money in their treasury.

Delegate Dyche: I am opposed to the motion because I have had some experience in collecting money and I know that it is very easy to pass resolutions here, but difficult to collect the money. We had to go to work in some cases and suspend some of the biggest Locals before they would pay the tax. You know how hard it is to discipline our people, and don't put them under a temptation to do that only at the last extreme. I know from practical experience that if you carry this motion you will bring about disruption, fights and quarrels, and for heaven's sake, don't attempt to do things that are easy to pass and yet are almost impossible to carry through.

A vote was taken resulting in 37 for and 48 against the recommendation.

Resolution No. 4.

Whereas, the New York "Call" is a Socialistic paper, standing for the interests of the working class, and

Whereas, the "Call" has always assisted the organized workers in their struggles and has given the true side of the workers, therefore be it

Resolved that a vote of thanks be extended to the New York "Call" and that the International Ladies' Garment Workers Union recommends all its members to assist the "Call" financially as well as morally by reading the paper, which represents them best.

(Signed) S. Haiman,
Delegate Local No. 25.

The recommendation of the Committee was favorable to the resolution. Upon motion the Committee's recommendation was concurred in.

Resolution No. 5.

Whereas, 48 girls have been on strike now for seven weeks in Bayonne, N. J., for a reduction of hours from 60 to 54 hours per week, and

Whereas, this strike is costing our Union more than \$100 per week, and it is plainly the aim of the employer to starve the strikers into submission, therefore be it

Resolved that this Convention come to our assistance financially.

(Signed) H. Klein,
Local No. 41.

The majority report of the Committee was to refer to the incoming General Executive Board. The minority report to reject. Upon motion the majority report was carried.

Resolution No. 6.

Whereas, Joe J. Ettor and Arturo Giovannitti are detained in the Lawrence County Jail on a charge of accessory before the fact of murder in the first degree, and

Whereas, these two labor leaders are not guilty of any crime, saving activity in the Lawrence textile strike, be it

Resolved that the delegates of the 11th Annual Convention of the I. L. G. W. U. see in these charges nothing but an attempt to paralyze the conscientious work of those who are leading organized labor to better conditions and in trying to make strikes criminal offenses, and be it further resolved that we protest against the arbitrary action of the Commonwealth of Massachusetts and demand the immediate liberation of Ettor and Giovannitti, who were guilty of the only charge to procure more bread for the textile workers and the children of Lawrence, Mass., and be it further resolved that a copy of this resolution be sent to the Governor of the State of Massachusetts, and District Attorney Atwell of Salem, Mass.

(Signed)

S. Ninfo,
Delegate Local No. 9.

The recommendation of the Committee is to adopt. Upon motion the Committee's recommendation was concurred in.

Resolution No. 7.

Whereas, the two labor leaders, Ettor and Giovannitti, are facing a death sentence because they were loyal to the textile strikers, be it

Resolved that the 11th Annual Convention of the I. L. G. W. U. decide to donate from the International funds the sum of \$100 to help in the fight for their immediate liberation.

(Signed)

S. Ninfo,
Local No. 9.

The recommendation of the Committee is to adopt.

Upon motion the recommendation was concurred in.

Resolution No. 8.

Whereas, it is absolutely necessary that all members of the I. L. G. W. U. shall be posted on all the latest phases in the labor movement, and also on the progress of the International Union and its affiliated Locals, and

Whereas, such knowledge at present does not reach all the members through want of proper distribution, therefore be it

Resolved that a copy of the "Ladies Garment

Worker" be forwarded every month to each good standing member gratis.

M. Lapidus, L. Berger, H. Salutin and S. Raitzin, Local No. 14; J. Weksolsky, J. B. of Toronto; A. Kirzner, Local No. 19; L. Galinsky, Local No. 92; D. Webb, Local No. 82.

The recommendation of the Committee is to refer to the incoming General Executive Board. Concurred in.

Resolution No. 9.

Whereas, the educational side of our organization has to a certain extent been neglected, and

Whereas, our members do not get the necessary instructions in Unionism, be it

Resolved that the Organization employ writers and lecturers to agitate for our cause.

(Signed)

S. Haiman,
Local No. 28.

The recommendation of the Committee is to refer to the incoming General Executive Board. Concurred in.

Resolution No. 10.

Whereas, since the settlement of the general strike in the City of New York a number of manufacturers have tried to open shops in the States of New Jersey and Connecticut, and

Whereas, the laws of both of these States are so framed that it is difficult to conduct strikes in said localities, therefore be it

Resolved that the 11th Convention of the I. L. G. W. U. shall instruct and empower the incoming G. E. B. to confer with the General Offices of the A. F. of L. and the State Federation of both those States to find ways and means through State legislation to amend the laws in both those States, so that we may be in a position to conduct strikes whenever necessary.

(Signed)

S. Polakoff,
Delegate Local No. 9.

The recommendation of the Committee is to adopt. Concurred in.

Resolution No. 11.

Whereas, the I. L. G. W. U. takes part in every movement that is directed towards progress in general and towards the emancipation of the working class in particular, therefore be it

Resolved that we, assembled at our 11th Convention, recognize the 1st of May as the only International holiday that is observed by the working class all over the world, and be it further

Resolved that the Locals of this International Union be recommended to observe the same.

M. Cohen, D. Nisnevitz, I. Fabricant, M. Jacobinsky, A. Soherer, Local 17.

The majority report of the Committee is to reject on the ground that this International body cannot compel its members to observe this day. Minority report to adopt the resolution.

Upon motion minority report was carried.

Resolution No. 12.

Whereas, the history of the National Civic Federation has amply proved that it stands for capital and not for labor, and

Whereas, the most progressive organizations in the country have already taken steps to discontinue their connection with the Civic Federation, therefore be it

Resolved that the members of the I. L. G. W. U. shall not accept membership in the N. C. F., and be it further

Resolved that the delegates of the I. L. G. W. U. to the A. F. of L. Convention be instructed to introduce or to vote in favor of a motion that may be eventually introduced by other delegates to the effect that no officer of the A. F. of L. shall be at the same time a member of the N. C. F.

(Signed) A. Cursi,

Delegate No. 9.

The recommendation of the Committee is to adopt. Concurred in.

Resolution No. 13.

Whereas, there exists a general tendency to democratize as far as possible all elective institutions, and

Whereas, direct election is the best guarantee that the officers thus elected will be the true representatives of the rank and file, be it

Resolved that the delegates who will be sent by the I. L. G. W. U. to the next Convention of the A. F. of L. are instructed to vote in favor of any motion requiring that all the officers of the A. F. of L. shall be elected by referendum vote of the members of the respective International bodies and Local Unions at large.

(Signed) A. Cursi,

Delegate Local No. 9.

The recommendation of the Committee is to reject on the ground that it will be inconsistent for this International body to recommend the referendum in election of the A. F. of L. when it does not practice that form of election itself. Concurred in.

Resolution No. 14.

Whereas, the delegates to the 11th Convention of the I. L. G. W. U. deem it advisable to create a Sick and Death Benefit Branch, and further deem it necessary that that branch should be divided into sections composed of people speaking the same language, where there are at least fifty members to compose it, and

Whereas, there should be a single general fund clearly separated from other funds, and

Whereas, the dues paid for this branch should be divided into three sections, one to constitute the General Benefit Fund, another for the expenses of the General Office and the third for sections' expense, be it

Resolved to instruct the G. E. B. to submit to the approval of the Locals a voluntary plan on this line not later than October 31st, 1912.

(Signed)

A. Cursi,
Delegate Local No. 9.

The recommendation of the Committee is to reject on the ground that this is a matter for the individual Locals to adopt at their option.

Upon motion the recommendation was concurred in.

Report of Committee on Reports of Officers

Delegate Pierce, Chairman of the Reports of Officers' Committee, reported as follows:

Regarding that part of the President's Report, recommending a special fund for new Locals, the Committee reports favorably and recommends same to incoming General Executive Board. Concurred in.

Regarding that part of the President's Report as to whether or not the educational campaign in Cleveland should be continued, the Committee recommends the boycott to be discontinued. The Committee is of the opinion that the continuation of the boycott will not force the Cleveland manufacturers to come to terms.

Upon motion agreed that the matter be referred to the Label and Boycott Committee.

Regarding that part of the President's Report, recommending that the Italian members should have a representative on the incoming General Executive Board, the Committee disapproves of this recommendation in view of the fact that the International Union is composed of many nationalities, and they would all be justified in claiming representation on the Board.

Delegate Ninfo called attention to the fact

that the Committee's disapproval of the President's recommendation does not prohibit Italians being elected. The Committee did not want to make stipulations for any nationality.

Upon motion the Committee's recommendation was concurred in.

That part of the President's Report, recommending that the General Office be given the right to issue charters to workers speaking a particular language, if they cannot otherwise be organized, and that such Locals should be under the supervision of the existing Joint Board or District Council, the Committee rejects this recommendation and recommends that the incoming General Executive Board shall authorize the formation of branches of different nationalities in our Local Unions.

Delegate Dyche: I want to be clear as to what your motion means before voting upon it. Does it mean that the General Executive Board can compel a Local to subdivide into branches, or form branches on lines of nationality?

Delegate Pierce: Exactly.

Delegate Martin: My amendment is that the General Executive Board shall be authorized to organize these different speaking branches, with the consent of the Local that holds the Charter.

Delegate Wialuk: Will you permit me to make this clear? We did not take into consideration the consent of the Locals, because we knew if the General Officers should come to a Local for consent, they will not get it. We thought it advisable for the General Executive Board to be able to come to a Local and have this arranged. Concurred in.

In regard to the part of the President's Report recommending to establish connections with the cloakmakers and ladies' tailors of Europe, the Committee recommends that the incoming General Executive Board shall immediately devise a plan and establish affiliations with the Ladies' Garment Workers Unions of foreign countries. Concurred in.

Regarding that part of the President's Report recommending that strikes, be they big or insignificant, should be under the direct control of the International Office, and that no strike shall be called or settled without the sanction and consent of the International Union, this entire matter was referred to the Organization Committee.

Delegate Dyche: I move that this shall be laid aside until we have the report of the

Law Committee. The motion was seconded and carried.

Regarding that part of the President's Report recommending that the Convention adopt a resolution laying down the rule that the Local books shall always be open for admission of new members and setting a maximum sum of initiation fee above which no Local may go, the Committee recommends that the initiation fee shall be not more than ten dollars (\$10.00), and the books of the Local Union shall never be closed to eligible candidates who desire to gain admittance to the Union.

Upon motion the matter was laid aside pending the report of the Law Committee.

Regarding that part of the President's Report dealing with the necessity of raising the per capita to enable the International Union to pay regular strike benefit, the Committee decided to reject this recommendation, believing that at the present time it is not advisable to make any change in the Constitution.

Delegate Lapidus spoke very strongly against the Committee's recommendations.

The meeting stood adjourned until 2 o'clock.

Friday, June 7th, Afternoon Session

President Rosenberg in chair.

Absentees at roll call:

Paul Westerville Douglass Webb, Miss L. O'Reilly.

The following telegrams were read:

N. Y., June 6, 1912.

International Ladies' Garment Workers

Union, Labor Temple, Toronto.

Congratulations and success to your convention.

Executive Committee, Workmen's Circle.

Brooklyn, N. Y., June 7, 1912.

To the Officers and Delegates of the International Ladies' Garment Workers Union, Labor Temple, Toronto, Ont.

Local No. 72 wishes you success; may the success be so great that it should reflect upon the entire labor movement.

Will Davis, Business Agent.

New York, June 7, 1912.

Convention Labor Temple, Toronto, Ont.

To the delegates Eleventh Convention I. L. G. W. U. Brotherly greetings; wish you to adopt wise resolution for improving present conditions of the I. L. G. W. U. and work for the workers' emancipation in the near future.

Lotta Di Classe.

New York, June 7, 1912.
 Ladies' Garment Workers' Convention,
 Labor Temple, Toronto, Ont.

Meeting White Goods Workers Union sends greetings to Eleventh and biggest Convention of our International Union. We ask your endorsement for general strike.

Local No. 62, of New York.

Debate on question of raising the per capita continued.

Vice-President Polakoff spoke in favor of strike benefit being paid by the International Union.

Upon motion it was decided that each delegate who so desires shall be permitted to speak 10 minutes on this question.

After a lengthy discussion in which many delegates took part, agreed that the question be voted by Roll call of delegates. The question was then put: "Shall the recommendation of the Committee be accepted?" Secretary declares the result to be: Ayes, 56; Noes: 59.

Ayes:

M. J. Ashpis, Ab. Axelrod, Nathan Leventhal, Saul Metz, Samuel J. Ringer, Abraham Rosenberg, Frank Rosenberg, Morris Stelzer, Harry Wagner, Simon Zlotchin, Rueben Bernstein, Luigi, Cassato, Morris Deitch, Philip Greifer, J. Halpern, M. Kushner, Ab. Mitchell, Salvatore Ninfo, Meyer Palefsky, Charles Beaver, Jesse P. Cohen, Isadore Epstein, Samuel Martin, John F. Pierce, John C. Ryan, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, Jacob Press, Morris Jacobinsky, David Shapiro, Joseph Abramsky, Max Albert, Max Brodfield, Frank Comunale, Jacob Kaplan, Harry Wander, Miss Margaret Casey, Miss Florence O'Connor, R. Boungiovanni, Morris Limanovsky, Harry Lubinsky, Abraham Shavelson, Morris Sigman, Sam Teichman, J. Brazlaver, Louis Laufer, Max Lubow, Abraham Steinberg, Meyer Brass, Abr. Churgin, Miss Myrtle Persons, Isidore Sheff.

Noes:

Max Amdur, M. Grishkin, Jacob Katz, David Cohen, Aldo Cursi, Sam Lefkowitz, Solomon Polakoff, Th. Jacobs, L. Berger, I. M. Lapidus, S. Reitzin, M. Goodman, Isaac Fabricant, Daniel Nisnewitz, Abraham Sherer, J. Kivenco, Barnett Levitt, Jacob M. Singer, Morris Goldman, John A. Dyche, Meyer Perlstein, H. Kleinman, Abraham Baroff, Sigmund Haiman, Clara Lemlich, H. Lieberman, Elias Reisberg, Sam Spivack, Benjamin Witashkin,

Israel S. Feit, S. N. Rosenberg, Sam Schwartz, Harry Klein, Harry Berkowitz, Morris Sirota, Harry Dubinsky, Louis Kalis, S. Labensohn, Miss Kaufman, Morris J. Cohen, Meyer Rosenberg, Joe Kaplan, M. Shuter, H. Strassburg, Samuel Glassman, Jacob Glickman, James Law, Douglas Webb, John Baka, A. Madow, Louis Galinsky, Abraham Kirzner, H. Altman, Abraham Groban, Louis Cohen, Anna McGinty, Joseph Welkofsky, Sam Berman, Emma Betz, Joe Cress.

Regarding that part of the President's Report recommending that if the registration for the death benefit cannot be made compulsory on all our members, the whole provision be omitted from our constitution, the Committee recommended that Article 18 of the constitution be eliminated, and that those members whose names have already been registered at the International Office should be entitled to the graduating death benefit.

Upon motion the Committee's recommendation was concurred in.

Regarding that part of the President's Report dealing with the election of the General Executive Board and recommending that the incoming G. E. B. shall be selected from men capable of acting as organizers and shall be paid officers of the International Union, the Committee decided that this recommendation be rejected. Concurred in.

Regarding that part of the President's Report relating to jurisdiction disputes and recommending that "before the Convention takes up the jurisdiction question for discussion the delegates of the Locals concerned elect committees to discuss grievances and adjust and prepare a ready scheme for adoption," the Committee recommended that this be referred to the Grievance Committee. Carried.

Regarding that part of the President's Report dealing with the transfer question and recommending that the Convention should fix the length of time a member can work in a shop controlled by another Local, before he is obliged to transfer his membership, the Committee recommended that it be referred to the Law Committee. Concurred in.

Regarding that part of the President's Report advising the merging of the three publications of the Joint Board of New York and the official journal, the "Ladies' Garment Worker," under one management and all members of the International Union should be taxed one cent extra a week and be entitled to a copy of either publication, the

Committee recommended that the incoming General Executive Board shall be empowered to confer with the New York Joint Board with a view of bringing about united action. Carried.

Upon motion the report of the President was adopted.

Report of the Committee on Reports of Officers; General Secretary-Treasurer's Report.

Regarding the Secretary-Treasurer's Recommendation that "The present per capita to be raised to eight cents per week, three cents of which to pay the ordinary expenses of running the General Office, keeping up an adequate staff of trained organizers, and providing each member with a copy of our Official Journal, and five cents to go for the payment of strike benefit, only when strikes have been sanctioned by the General Executive Board," the Committee recommended to refer this matter to the Law Committee. Concurred in.

Regarding that part of the Secretary-Treasurer's Report relating to injunctions and advising that the American Federation of Labor shall call a conference of all labor organizations affiliated or not and then decide to give notice to Congress that unless Organized Labor will be relieved from injunction abuses, they will call a general strike of all of the trades throughout the country, the Committee decided to reject this recommendation.

Upon motion the Committee's recommendation was rejected.

Regarding that part of the Secretary-Treasurer's Report relating to the proposed protocol label, and advising that the Convention should pronounce an opinion whether it is in favor of entering into such an undertaking with the Manufacturers' Association, with a view of issuing a distinct label denoting that garments so labelled have been made under protocol conditions, the Committee decided to refer this to the Label and Boycott Committee. Concurred in.

Regarding that part of the Secretary-Treasurer's Report relating to the necessity of equalizing conditions of labor throughout the industry and recommending that the Convention should go on record as to what is a working day, what the Union hours and also the number of legal holidays to be ob-

served, the Committee recommended to refer this matter to the incoming G. E. B.

On motion the Committee's recommendation was concurred in.

Regarding that part of the Secretary-Treasurer's Report relating to the composition of the G. E. B. and proposing that our General Executive Board should consist of 15 members, including a General Secretary-Treasurer, President and five Vice-Presidents, who should also be General Organizers of the International Union, the Board to have the power to appoint special organizers when needed, the Committee recommended to refer this to the Law Committee. Carried.

Regarding that part of the Secretary-Treasurer's Report relating to the protection of the funds of the General Office and recommending that the General Executive Board should appoint or hire an expert accountant to revise the books and accounts every month and issue a statement, the Committee recommended that this be accepted and that an expert Union auditor be engaged as recommended. Concurred in.

Regarding that part of the Secretary-Treasurer's Report recommending the omission of the clause in Article 6, Section 14, relative to the admittance of Japanese and Chinese, the Committee recommended that this be accepted and referred to the Law Committee. Concurred in.

As to question relating to the revocation of the charter of Local No. 28, referred to in the General Secretary-Treasurer's Report, the Committee recommended that in view of the fact that Local No. 28's grievance is being investigated by the Appeals and Grievance Committee this entire matter shall be referred to the aforementioned Committee. Concurred in.

The session adjourned at 5.30 P. M. to convene Saturday at 9.30 A. M.

Saturday, June 8th, Morning Session

Roll call, absentees:

A. Axelrod, M. Grishkin, J. Katz, Reuben Bernstein, Joseph Elkin, Max Finkelstein, L. Berger, I. Fabricant, Daniel Nisnewitz, Joseph Abramsky, Meyer Perlstein, H. Wander, Geo. Wishnak, Louis Laufer, H. Strausburg, Paul Westerville, Leonora O'Reilly.

The report of the Financial Committee was presented by Miss Betts, but as one of the members of this Committee endeavored to

bring in something that was not embodied in the report, it was upon motion decided that the report be sent back to the Committee.

Delegate Katz Reports for the Organization Committee.

Resolution No. 15.

Whereas, the Boston Cloak and Skirt Makers, Local 56, and the Locals 12 and 73 are not in a position to improve the unbearable conditions existing in the trade and it being considered that the official sanction of our International Union of whatever the action may be is necessary to bring about satisfactory conditions of labor, therefore be it

Resolved that this Convention instruct the incoming General Executive Board to take the Boston Locals into consideration without delay.

(Signed) H. Dubinsky, Local 56.

Upon this request from the Boston Locals and many similar communications from parts of New York, the Organization Committee recommends unanimously to appoint an organizer for the next six months for the New England States exclusively. Concurred in.

A communication from the Cloak and Suit Foremen Cutters' Association of New York was read as follows:

Mr. J. Wolff, who will be identified by the credential of the Cloak and Skirt Foremen Cutters' Association of New York, has been sent to your Convention for the purpose of securing affiliation with your esteemed body. Thanking you in advance for any consideration which you may extend him and wishing you success in the great movement, I am,

Fraternally yours,
S. D. Wildman, President

Upon this request the Organization Committee recommends to the Law Committee to amend Section 6, Article 14, relating to exclude the words "Foremen Cutters," and to give the F. C. A. of New York the right to become a branch of Local 10, N. Y. Carried

Resolution No. 17.

Whereas, the Ladies' Tailors Union, Local 71 of Chicago is engaged in a struggle with the "Custom Ladies' Tailors Association" of the south side, who have locked out the members of Local 71 six weeks ago, with the intention of breaking up the organization and depriving the employees of the eight-hour day in the Ladies' Tailoring Trade, and

Whereas, the employers have broken their

agreement with the Union and are doing everything in their power to disrupt our organization which has been built up at great sacrifice through a strike lasting sixteen weeks, and

Whereas, the Women's Tailors Association of the down-town district have proposed a new agreement which makes nine hours the rule in their shops for one year, eight and a half hours for the next year, and eight hours for the third year, and

Whereas, the demand of the two associations means the destruction of the Ladies' Tailors Union, be it

Resolved that the Convention of the I. L. G. W. U. pledges itself to support financially Local 71 in its struggle with the employers' associations of Chicago, and be it further

Resolved, that the General Executive Board be instructed to immediately take a direct and active part in the strike of the Ladies' Tailors Union Local No. 71, and help to stop the attempt of the bosses to destroy the Ladies' Tailors Union Local No. 71.

H. Strassberg, Joe Kaplan, H. Shuchter,
Delegates Local No. 71.

Upon this request the committee unanimously recommended to help them with five hundred dollars (\$500.00) in \$75.00 weekly payments until the time of the busy season when work will start and they will be able to carry on the fight by their own efforts.

Moved and seconded that this be referred to the incoming G. E. B. Motion carried.

The following telegrams were then read:

Brooklyn, N. Y., June 7, 1912.
Ladies' Garment Workers Union, Eleventh Annual Convention, Labor Temple, Toronto.

Thousands of people are expecting your endorsement of strike for 50 hours, hoping for good results. Lebofsky, Sec'y Local No. 41.

Toronto, Ont., June 8, 1912.
Convention I. L. G. W. U., Labor Temple, Toronto.

Accept our greeting to the Eleventh Annual Convention. Wishing great success in emancipating the working class.

Workmen's Circle,
S. L. P. Branch No. 237.

Appeal and Grievance Committees' Report

Delegate H. Berkowitz read a majority and a minority report on the appeal by Local No. 38.

Majority Report: Whereas, after hearing the appeal of Local No. 38 from the decision of the General Executive Board, expelling Local No. 38 and other evidence bearing upon the appeal, it appears that Local No. 38 and the Merchants' Society were both guilty of a violation of the peace protocol, and

Whereas, it appears that Local No. 38 failed to act as class conscious workers and trade unionists should act, and

Whereas, Local No. 38 has disregarded all rules of discipline without which no labor organization can claim the right to exist, therefore be it

Resolved, that the action of the General Executive Board in expelling Local No. 38 be approved, and be it further

Resolved, that immediately upon the installing of the incoming General Executive Board a new charter shall be issued under the old number 38 on condition, however, that the said Local shall be under the management, control and supervision of the General Executive Board for a period of 6 months.

Minority Report: Whereas, after hearing the appeal of Local No. 38 from the decision of the General Executive Board, expelling Local No. 38 and other evidence bearing upon the appeal, it appears that Local No. 38 and the Merchants' Society were both guilty of a violation of the peace protocol, and

Whereas, it appears that Local No. 38 failed to act as class conscious workers and trade unionists should act, and

Whereas, Local No. 38 has disregarded all rules of discipline without which no labor organization can claim the right to exist, therefore be it

Resolved, that the action of the General Executive Board in revoking the charter of Local No. 38 be approved, and be it further

Resolved, that Local No. 38 be reinstated and that they be placed under the control of the General Executive Board for 6 months.

After a prolonged debate the Minority Report was carried.

The meeting adjourned at 12:30 P. M.

Saturday, June 8th, Afternoon Session

President Rosenberg in chair.

Upon motion the roll call was dispensed with.

Upon motion agreed to appoint a committee to devise ways and means to make it possible for those delegates who were in financial distress to remain in Toronto until the Convention adjourns. The following were appointed:

S. Polakoff, W. Barcan, S. J. Ringer, C. Beaver, M. Rosenberg.

Delegate Ninfo reports for Credential Committee.

Regarding the credentials of the delegates of Local 38:

Morris Spivack, Thomas Kratina, Sol Rosman, Joe Slatin, Joe Goldstein, A. Solivioff, the majority report of the committee is that they should be seated without a vote; the minority report of the committee is that they should not be seated at all since they refused to obey the mandate of the General Executive Board to order a new election of delegates. The General Executive Board issued this mandate in accordance with a protest received from Brother Pichersky, who was illegally taken off the ballot. Since Local No. 38 refused to obey this order their election was not legal.

After a lengthy discussion in which Delegates Sigman, Wishnak, Halpern, Polakoff, Grossman and Albert participated, it was moved and seconded to grant Brother Rosman the floor. He explained to the delegates that Brother Pichersky's name did not originally appear on the ballot owing to objections against him, consequently the election was legal.

Upon the minority report being put to the vote, 35 voted in favor and 65 against.

On the report of the majority 40 voted in favor and 16 against.

President declares that delegates of Local No. 38 be seated without a vote.

Delegate Berkowitz for the Grievance Committee read the following communication from A. Davis of Local No. 17:

To the delegates assembled in Convention of the International Ladies' Garment Workers Union, Toronto, Can.

The undersigned, a member of Local No. 17, feeling aggrieved at the decision of the General Executive Board, hereby respectfully appeals to the delegates in Convention assembled for a review of said decision and reversal thereof, and in support of such appeal herewith submit the following facts:

The undersigned has been a member of Local No. 17 for a period of six years until May 25, 1911. That on said day, at a meeting of Local No. 17, at which meeting he was not present, the undersigned was expelled from said Local Union No. 17 contrary to Section 8, Article 8, of the Constitution of

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the I. L. G. W. U.; that no notice was ever given to him of any pending charges, and that no hearing was granted to him; that on the 26th of May, 1911, the undersigned received a communication as follows:

New York, May 26, 1911.
Mr. A. Davis, Member No. 380.

I beg to notify you that you were excluded from membership at our last regular meeting, May 25, 1911, on the ground of Article 15, Sections 1 and 2 of our Constitution.

Yours truly,
J. Rosen, Financial Sec'y.

That after such action by said Local No. 17 the undersigned was deprived from continuing his employment at the place where he had been employed at the time of such action by said Local No. 17 and had been kept out of employment for a period of two weeks. That thereafter the undersigned called the attention of the officers of Local No. 17 to the fact that they expelled him without just cause, contrary to Section 8, Article 8, of the Constitution, and they thereupon suggested that the undersigned re-enter as a new member of Local No. 17, which he was compelled to do, and to pay and did pay the sum of \$1000 for his reinstatement. That thereafter the undersigned appealed from the decision rendered against him by Local No. 17 to the General Executive Board in conformity with the requirements of Section 10, Article 8, and that said General Executive Board without any inquiry into the facts rendered a decision holding that the reinstatement of the undersigned was a settlement and that they thereupon approved the action of Local No. 17. The undersigned respectfully asks that the action of Local No. 17 and the action of the General Executive Board be reversed inasmuch as his having become a new member is a great injustice to him and injures him in his property rights to which he may become entitled under Sections 1 and 2 of Article 15 of the Constitution of the I. L. G. W. U.

Respectfully submitted,

A. Davis.

The committee recommends that the decision of the General Executive Board be sustained on the ground that they acted within the rights and laws of Article 15, Sections 1 and 2. Carried.

Delegate Bartowski also read the following from the Cloth and Skirt Workers Union of Boston, Local No. 36, bringing charges against President Rosenberg.

To the delegates of the 11th Convention of the I. L. G. W. U.

Dear Sirs and Brothers:

In the month of January, 1912, Pressers Local No. 12 of Boston made a demand on the manufacturers for a raise of wages. This resulted in a lock-out of the cloak and skirt makers, finishers, cutters and pressers. We immediately wrote to the International Union with reference to the condition of affairs in Boston, which brought to this city Brother Dyche, General Secretary-Treasurer, and Brother Rosenberg, President. Through their efforts it seems that the Joint Board of Boston was convinced to have the strikers return to work. The question was raised as to what the strikers would do in the event of the manufacturers refusing to allow them to return. The representatives of the General Office declared that as yet the matter could not be considered a lock-out, but that if the strikers made an attempt to return to work and were refused, then the strike would become a legal lock-out, and the International Union would be entitled to take action. This was on Saturday and on the following Monday morning they attempted to return to work at the manufacturers' shops, but were refused. Mr. Rosenberg did not remain long enough in Boston to ascertain whether the strikers had really returned to work or had been deliberately locked-out, but were left without a leader who had some short time previously assumed the guidance of these people and who had made the trip to this city to aid these strikers. He had already returned to New York. A general turmoil existed among the strikers. It was decided to send Samuel Martin and Harry Dubinsky to New York for aid. Upon their return they told us that the International Union could do nothing for Boston. It was not very long after this that our strikers through compulsion became strike breakers of their own unions; they made contracts with the manufacturers, while workmen of other trades received contracts in our trade; until now this is the prevailing state of affairs in every shop. It is discouraging to have worked four long years and to have come to this. Today the prices paid our men are of starvation amounts, and our members are suffering from oppression and fear.

Some time after inquiries were made whether Mr. Rosenberg acted rightly in leaving our members in such a condition. It seems that this communication to the Executive Board was not even noticed. They remained

silent on the matter. What we ask and would have the members of the Convention bear in mind is whether the International Union sanctions such action on the part of the General President and whether it is consistent with the policy of unionism and with the International Union to approve of the facts of one who had served more to disrupt our union and convert its members into strike breakers than to conserve their interests.

Trusting that the matter will receive the urgent attention of the Convention, we remain,

Fraternally yours,
Harry Scheines, President.
S. Finkelstein, Vice-President.
Harry N. Rutskyn, Secretary.

Upon this request the committee recommends that since, after due deliberation, the charges against President Rosenberg were found by them to be unfounded, President Rosenberg be declared as having acted within the rights of an International President.

Upon motion the committee's recommendation was concurred in.

Resolution No. 18

Whereas, the I. L. G. W. U. saw fit before the General Strike of 1910 to establish a chartered local union for the Brooklyn pressers, calling it Local No. 68 of Brownsville, and

Whereas, dividing a craft into two separate local unions in one locality is contrary in letter and spirit to Section 4, Article 11, of our Constitution, and

Whereas, experience of two years has shown the necessity of Local No. 68 becoming absorbed in the existing union of New York for the following reasons:

1. Although Local No. 68 is a Brooklyn local union, its members get admittance into the New York City factories, thus invading the field intended for members of Local No. 35 of New York.

2. That the members of Local No. 68 working for Brooklyn contractors handle the work of New York manufacturers in whose factories the members of Local No. 35 are employed.

3. That the autonomy enjoyed by Local No. 68 compels it to pass rules which stand with the obligations imposed on the members of Local No. 35, while both are producing work for the same firms, thus creating an unnecessary clash in the same craft, and

Whereas, all violations of union rules by members of Local No. 68 have in all cases been justified by their local being autonamous, and

Whereas, discipline of their conduct could not be resorted to owing to lack of jurisdiction over Local No. 35, therefore be it

Resolved, that the I. L. G. W. U. revoke the charter of Local No. 68 of Brownsville and all the members with all the local's property be transferred into and become part of Local No. 35 of the City of New York not later than July 31st, 1912.

(Signed)

Morris Sigman, H. Lubinsky, M. Goldofsky, J. Kimbarofsky, J. Limanovsky, B. Braslover, S. Telchman, A. Shavelson, B. Greenko, R. Boungiovanni, Local No. 35.

The majority report of the committee is that the request of Local No. 68 be refused and that both local unions retain their respective charters and that Local No. 68 be granted representation in the Joint Board.

The minority report of the committee is that the charter be revoked.

After a lengthy discussion the previous question was called for and the minority report of the committee was put to a vote, which resulted in 40 in favor of the minority report and 21 against.

Delegate Brass demanded a roll call and, upon motion, it was agreed that the delegates of Local No. 68 be heard before the roll call. Delegate Brass maintained that it is much easier to destroy than to organize a local union. He cannot understand why a charter should be revoked when the laws of the International Union have not been infringed upon. This question came up two years ago when the Convention decided the the local should affiliate with the Joint Board. Local No. 68 had appealed to the G. E. B., but the question was not given any attention, and when the matter came up before the Joint Board, they said we could do as we wished.

"I want to say in conclusion," said Delegate Brass, "that we are 100% against so many delegates who are intent upon revoking the charter of Local No. 68. I hope that the delegates will realize the importance of retaining our charter and will take the matter into consideration before casting their votes."

Abraham Gluskin, Local No. 68, spoke in the same vein.

Upon roll call, the following was the result:

(For the minority report)

Against:

M. J. Adams, Ab. Gluskin, Nathan Lowenthal, Sam Marks, Samuel J. Ringier, Frank Rosenberg, Morris Sigler, Harry Wagner,

Simon Zlotchin, Max Amdur, David Cohen, Reuben Bernstein, Luigi Casotto, Aldo Cursi, Morris Deitch, P. Greiffer, J. Halpern, M. Kushner, Sam Lefkowitz, Abe Mitchell, Salvatore Ninfo, Meyer Palefsky, Solomon Polakoff, William Barcan, Max Finkelstein, L. Berger, B. S. Reitzen, Barnett Levitt, David Shapiro, M. Singer, Joseph Abramsky, Max Albert, Max Brodfield, Frank Comunale, John A. Dyche, Jacob Kaplan Meyer Perlstein, Harry Wander, Sigmund Haiman, Clara Lemlich, H. Lieberman, R. Boungiovanni, Morris Goldofsky, B. Greenko, J. Kimberofsky, J. Limanofsky, Harry Lubinsky, Abraham Shavelson, Morris Sigman, Samuel Teichman, J. Braslaver, Harry Dubinsky, Louis Lauffer, Max Luboff, M. Schuster, H. Strassburg, Jacob Glickman, John Baka, Isidor Sheff.

(For the majority report)

Noes:

M. Grishkan, Charles Beaver, Jesse P. Coben, Isidor Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Samuel Chancer, Joseph Elkin, Jacob Press, Theodore Jacobs, Max Cohen, Morris Jacobinsky, Daniel Nisnewitz, Ab Scherer, J. Kivenco, Morris Goldman, Harry Kleinman, Abraham Baroff, Elias Reisberg, Sam Spivack, Benjamin Witashkin, Israel Feit, S. N. Rosenberg, Sam Schwartz, Margaret Casey, Florence O'Connor, Harry Klein, Harry Berkowitz, Morris Sirota, Louis Kalis, S. Labensohn, Morris J. Cohen, Meyer Rosenberg, Meyer Brais, Abraham Churgin, Joe Kaplan, Samuel Glassman, Myrtle Parsons, James Law, Douglas Webb, Louis Galinsky, H. Altman, Abraham Groban, Louis Cohen, Jacob Wellkoffsky, Sam Berman, Emma Betz, Joe Cress.

62 in favor of revocation of charter and 48 against. Minority report carried.

Delegate Katz for the Organization.

Resolution No. 19

Resolved, that a bureau of investigation be established for the purpose of ascertaining working conditions.

(Signed)

Harry Sheiner, President.
Harry N. Rutskyn.
L. Kalis.

Local No. 56.

The unanimous report of the committee is that such a bureau be established to be kept up by a statistician who should keep in touch with the organized and unorganized workers

of the ladies' garment trade and should at the same time be familiar with the conditions existing in the various cities in the garment trade.

Upon motion the matter was referred to the incoming General Executive Board.

Resolution No. 20

Whereas, the General Officers have never made an effort to organize the trade of wrappers, kimonos and house dress workers either in New York or those working in other states at even lower wages and worse conditions than in New York, be it therefore

Resolved, that an organizer be appointed to organize this trade at the cities of Philadelphia, Boston, Chicago, etc.

The committee recommended that the Convention instruct the incoming G. E. B. to consider this request and act upon it in the near future. Concurred in.

Resolution No. 21

Whereas, the entire trade of misses' and children's garments is not organized even to such extent as the waist makers, yet this trade is just as much in need of organizing, for the workers thereof suffer from low wages and bad conditions of labor, and

Whereas, it is impossible for us to undertake an extensive agitation for organizing purposes owing to our lack of moral and financial means, therefore be it

Resolved, that this Convention extend to Local No. 50 moral and financial assistance to enable them to organize the trade and better the conditions of the workers.

(Signed) Morris Sirota, Local No. 50

Committee recommended that the incoming G. E. B. shall give Local No. 50 all the support they may deem necessary. Concurred in.

Resolution No. 22

Whereas, the Ladies' Waist and Dressmakers Union Local No. 25 has used every effort and method to organize the trade and did not succeed, and

Whereas, there are in the ladies' waist and dressmaking industry about 30,000 workers, the majority of whom are not organized and they are working under bad conditions, constantly competing with our members, and

Whereas, since our last General Strike our organization was compelled to conduct constant shop strikes in order to maintain our union conditions and therefore could not organize the entire trade, and

Whereas, the General Executive Board refused to sanction a general strike in our

trade at the end of last year for reasons best known to them, and

Whereas, the building up of a strong union to better the conditions of the workers can be attained only through a general strike, therefore be it

Resolved, that this Convention of the I. L. G. W. U. decides to indorse a general strike in the ladies' waist and dressmaking trade of New York City.

A. Baroff, E. Reisburg, B. Witaschkin, S. Haiman, Clara Lemlich, S. Spivack, Delegates of Local No. 25.

The committee recommended that the Convention appoint a special committee which shall have the full power to order the incoming G. E. B. to call a general strike of all ladies' waist and dress workers whenever that special committee will see fit.

Motion made and seconded to accept the report of the committee.

Delegate Baroff offered the following amendment to the motion:

"That the Convention indorse a general strike to be called at the discretion of the incoming General Executive Board."

Delegate Polakoff offered a substitute reading:

"That the Convention indorse a general strike in the waist and dress trade in the City of New York and that a special committee be appointed to devise ways and means of conducting such a general strike when called.

Upon motion the substitute was carried.

Resolution No. 23

Whereas, the growth and prosperity in the raincoat industry brings to light the conditions of the raincoat makers, viz., that the manufacturers on one side grow from small and insignificant employers into thriving manufacturers, while the conditions of the raincoat makers have steadily declined, and instead of the well paid employees of former times they are now working for almost starvation wages, and the need of organizing the raincoat makers of New York numbering nearly 10,000 may necessitate a general strike at an opportune time, be it therefore

Resolved, that this 11th Convention of the I. L. G. W. U. indorse a general strike of the raincoat makers in New York as soon as practicable. D. Shapiro,

J. M. Singer, Local No. 20.

The committee recommended that the incoming G. E. B. shall sanction a general strike in the raincoat trade of New York when-

ever they will see fit to do so.

Delegate Shapiro offered an amendment to the motion, reading that the same committee appointed to devise ways and means of conducting the ladies' waist makers' general strike should do likewise in their case.

Upon motion the recommendation of the committee as amended was carried.

Resolution No. 24

Whereas, the present name of our local union, viz., Cloak and Skirt Pressers Union, gives our local jurisdiction only over pressers working at cloaks, and

Whereas, dresses have unexpectedly come to take a prominent place in our trade, and

Whereas, many of our members have been diverted into that trade, thus evading or losing connection with the existing Pressers Union, therefore be it

Resolved, that the charter of Local No. 35 be changed to read: "Cloak, Skirt and Dress Pressers Union, Local No. 35, of New York." H. Lubinsky, Morris Sigman, Morris Goldovsky, J. Kimbarofsky, J. Litmanofsky, Joe Braslavsky, Sam Teichman, A. Shavelson, B. Greenko, R. Boungiovanni, Local 35.

Committee recommended that the Convention grant the request of Local No. 35. Concurred in.

Resolution No. 25

Whereas, the cloak making trade in Montreal is very hard to organize, being hindered by the French speaking workers, and the trade suffers through those unorganized French workers, therefore be it

Resolved, that the General Office appoint a French-speaking Board of Management in the city of Montreal for a certain time to organize those workers.

Louis Cohen, Local No. 102; S. Labensohn, Local No. 61; J. Kivenko, Local No. 19; T. Jacobs, Local No. 13; Joe Cress, J. B. of Montreal.

The committee recommended that the Convention instruct the incoming G. E. B. to put a French-speaking organizer in the field for three months to organize the workers in the various parts of the Dominion of Canada. Concurred in.

Resolution No. 26

Whereas, uneasiness prevails among the Italian members of New York on account of the many difficulties and hardships in transacting business with their Jewish brothers, and

Whereas, being cognizant of the fact that the Italians attribute their union troubles to

their inability to be understood either in character or in language by the brothers of other nationalities, and

Whereas, the Italians are sensitive to pride and to self government, be it therefore

Resolved, that the 11th Convention of the I. L. G. W. U. grants to the Italian element of the Cloak and Skirt Makers Union of the City of New York a local union with the same powers, rights and duties of all other locals under the I. L. G. W. U., and be it further

Resolved, that the said local be instituted not later than August 1st, 1912, in which time the secretary-treasurers of the various locals to which the Italians are attached now shall have compiled and turned over to the Italian secretary-treasurer the proportionate funds belonging to them, minus the proportion of running expenses of their locals, up to the time of their withdrawal, and therefore be it

Resolved, that no other local of the I. L. G. W. U. of the City of New York shall have the right to take in Italian members unless so permitted by the Italian local.

Aldo Cursi, Salvatore Ninfo, Luggi Cassatto, Local 9; F. Comunale, Local 23;

R. Boungiovann, Local 35.

The majority report of the committee is not to grant this demand on the ground that they have sub-branch locals already established and that they can conduct their own business in their own way without being interfered with. The minority report of the committee is that their request be granted.

The President ruled this resolution out of order on the ground that the Convention had already gone on record to divide locals not by languages or nationality but by crafts.

Resolution No. 27.

Whereas, the 15,000 white goods and underwear workers, mostly young women and children, are employed under shocking conditions of low wages and long hours, and

Whereas, it is impossible to better these conditions or to raise these women workers from a life of toil and drudgery to recognition and self respect otherwise than by a general strike of all the workers in the trade, therefore be it

Resolved, to instruct the incoming General Executive Board to sanction a general strike in the white goods and underwear industry in the next season.

C. Kaufman, Local No. 6a.

Committee recommended that the incoming General Executive Board be empowered to

call a strike if they deem it necessary and to organize the workers in that industry.

Delegate Miss Kaufman of Local No. 6a, granted the privilege of the floor, said that six years ago they had an organization which did not exist very long. Two years ago they organized again and by agitating for a general strike they succeeded in getting 500 members into the union. The members, however, insisted upon a general strike being called, as they are working from 54 to 60 hours a week under generally intolerable conditions. There are approximately 15,000 girls working in this craft in the City of New York. Many people are of the opinion that it is not necessary to organize the girls, contending that they work a short time and then leave their work. It is true that some girls are constantly leaving the trade, but there are others who fill their places and many of them have to support families, on a very meagre wage. There are 15,000 people waiting for the decision of the Convention upon their request for a general strike and she, the speaker, sincerely trusted that the delegates present would realize the seriousness of the situation and grant the Local's request.

Upon motion the recommendation of the committee was concurred in.

The Committee on Reports of Officers reported having received reports from Vice-President Feit. Brother Feit's report covered several recommendations contained in the President's and G. S.-T.'s reports. These recommendations the committee referred to the respective committees with the request that the report be printed in the proceedings of the 11th Convention.

Convention adjourned at 6 P. M. to reconvene Monday morning.

Monday, June 10th, Morning Session

President Rosenberg in the chair.

Upon motion the roll call was dispensed with.

The minutes of the previous two meetings were read and accepted.

Delegate Ninfo on behalf of the Italian delegates asked the Convention to reconsider Resolution 26 which was against organizing locals on lines of nationality.

The President decided that the resolution of the Italian delegates had already been declared out of order on the ground that the Convention went on record against granting

charters to separate nationalities. Therefore the matter was no longer debatable.

Delegate Feit presented the following resolution on immigration:

Resolution No. 28

Whereas, the various substitutes for the Dillingham Bill now before the Congress of the United States, if enacted into law, will prevent the victims of political, religious and economic oppression from finding a place of refuge in the United States of America, and

Whereas, restrictive immigration laws intensify national and race hatred, and divert the attention of the working class from real problems which now confront it, be it therefore

Resolved, that we urge the necessity of defeating the substitutes for the Dillingham Bill, which are destructive of the fundamental principles of a true democracy.

A. Rosenberg, Local No. 1; John A. Dyche, Local No. 23; S. Polakoff, Local No. 9; M. Amdur, Local No. 2; H. Kleinman, Local No. 23; H. Dubinsky, Local No. 56; I. S. Feit, Local No. 26; B. Witashkin, Local No. 25. Concurred in.

Delegate I. Epstein, Secretary of the Resolutions Committee, introduced the following resolutions:

Resolution No. 29

Whereas, our organization is composed of people speaking different languages, therefore be it

Resolved, that whenever any delegates do not understand the language, it shall be the duty of the presiding officer, or of some other member, to translate for their benefit whatever they wish to know, and be it further

Resolved, that it is the duty of the chairmen of the Joint Boards, Executive Boards and of the various committees to speak in the English language, and that the reports, minutes and resolutions be written in English, and be it further

Resolved, that these rules need not be enforced in locals composed of less than 200 members, or in any local where all those who compose it speak the same language.

A. S. Cursi, Local No. 9.

The recommendation of the committee is to reject for the reason that it is the privilege of each local to decide for itself the language in which to write its minutes or conduct its business. Concurred in.

Resolution No. 30

Whereas, the cities which are a long distance away from New York find it very hard to get the indorsement of a strike from the General Office, and

Whereas, certain strikes must of necessity be called, if circumstances so demand, therefore be it

Resolved, that a Joint Board shall have the power to call a single strike in a shop where 75 per cent. of the workers are organized and in good standing in the local union, and the General Executive Board shall indorse the action of the Joint Board.

L. Cohen, Local No. 102; S. Labensohn, Local No. 61; J. Kivenko, Local No. 19; T. Jacobs, Local No. 13; J. Cress, J. B. of Montreal.

The recommendation of the committee is to reject, as this is already provided for in the Constitution of the I. L. G. W. U. Concurred in.

Resolution No. 31

Whereas, the constant change of styles in the ladies' garment industry has brought about that the majority of the skirt manufacturers of the City of New York have gone into the manufacture of dresses, and

Whereas, these said manufacturers have taken advantage of said changes and refuse to deal with the Cloak and Skirt Makers' Unions of New York, on the ground that the charter of the Skirt Makers' Union, Local No. 23, does not give the local the jurisdiction over dresses, with the result that a large number of members of Local No. 23 are working in non-union shops, and under conditions inferior to those established under the protocol of peace, therefore be it

Resolved, that the charter of Local No. 23 be changed to Skirt and Dress Makers' Union, Local No. 23, of New York.

Max Brodfield, Geo. Wishnak, Jos. Abramsky, Jacob Kaplan, Meyer Perlstein, Max Albert, H. Wander, Frank Comunale, Harry Kleinman, John A. Dyche, Local No. 23.

The committee's recommendation is to change the charter to read "Skirt and Cloth Makers' Unions, Local No. 23, of New York," it being understood that their jurisdiction shall apply exclusively to those houses making skirts and cloth dresses, and that those houses making dresses, exclusively, shall remain under the jurisdiction of Local No. 23.

A motion to reject the committee's recom-

mendation was carried by 20 against 27.

But upon further motion the entire question was referred to the incoming General Executive Board.

✓ Resolution No. 32

Whereas, Socialism is the only hope of the workers and the only means to emancipate them from wage slavery, therefore be it

Resolved, that the I. L. G. W. U. indorse the principles of International Socialism as advocated by its authors, Marks and Engels, and help to spread its ideas among its members.

S. Metz, M. Stelzer, S. Zlotchin, F. Rosenberg, Local No. 1; G. Wishnak, Local No. 23; B. Greenko; M. Goldovsky, R. Boun-giovanni, J. Braslaver, J. Limanofsky, Local No. 25.

The recommendation of the committee is to reject on constitutional grounds, as the introduction of a political question is prohibited by the Constitution of the A. F. L., of which we are a part.

Upon motion the resolution was adopted
as read.

Resolution No. 33

Whereas, the workers engaged in the manufacture of clothing are divided into three National Unions, i.e., the I. L. G. W. U., the U. G. W. of A. and J. T. U., and instead of uniting against their common enemy they are, under the present system, working for present plans and purposes, therefore be it

Resolved, that a committee be appointed to confer with the above-mentioned National Unions in order to bring about one solid organization in the clothing trade.

Geo. Wishnak, Local No. 23.

The recommendation of the committee is to refer to the incoming General Executive Board. Concurred in.

✓ Resolution No. 34

Whereas, the workers organized in the respective locals of the I. L. G. W. U. no longer dispute the existence of the class struggle between the capitalist or employing class and the wage earning' & working class, and

Whereas, the workers engaged in the ladies' garment industry, while recognizing the existence of the class struggle, are cognizant of the fact that united action on the political as well as on the industrial field by the working class is requisite for their emancipation, and

Whereas, the Socialist Labor Party of America is the only party that persistently

and consistently advocates the necessity of the working class coming together on the political as well as on the industrial field, for the purpose of presenting a solid and united front to the common enemy, capitalism, and thereby bringing about the final emancipation of the wage slaves, and

Whereas, the standard bearer of the Socialist Labor Party of America, Arthur Reimer, the Presidential candidate, is by profession bound up with the interests of the garment workers, as a tailor, therefore be it

Resolved, that this 11th Convention of the I. L. G. W. U. indorse the candidates of the Socialist Labor Party of America, and be it further

Resolved, that a copy of this resolution be forwarded to every local of the I. L. G. W. U. and the Socialist and Labor press.

D. Shapiro, Local No. 20.

The recommendation of the committee is to reject on the ground that since the members of the International Union hold different political views, the Convention should not go on record as pledging itself to any particular party. Carried.

Resolution No. 35

Whereas, the I. L. G. W. U. grew enormously in the last few years and whereas in order to lead our struggles we need a Jewish press to represent our side and to agitate for our cause, and

Whereas, we do not get satisfactory results from the outside press, and

Whereas, the "New Post" as a weekly is not effective enough, be it therefore

Resolved, that this Convention make a daily paper of the "New Post," and extend it not only to our trade, but to the interests of the working class and to intelligent readers in general.

S. Haiman, Local No. 25.

The recommendation of the committee is to reject, as this is purely a local matter, the "New Post" being published under the jurisdiction of the Joint Board of New York. Concurred in.

Resolution No. 36

Whereas, Local No. 2 of Philadelphia has spent hundreds of dollars (beside the \$7,500 in donations) in preventing Cleveland work from being made in Philadelphia, and

Whereas, the International Officers assured us that all expenses incurred in helping Cleveland strikers who came to our city will be refunded, and

Whereas, we have already sent in a bill for \$501.72 and were informed by the General Secretary-Treasurer that the Cleveland account is closed and he advised that the bill be sent to this Convention, and

Whereas, financially, Local No. 2 is at present not in a flourishing condition, therefore be it

Resolved, that this Convention order the payment to Local No. 2 of the aforementioned bill of \$501.72.

J. Katz, M. Grishkan, M. Amdur,
Local No. 2.

The recommendation of the committee is to refer to the General Executive Board. Concurred in.

One of the delegates representing Local No. 38 said that as their local had only been reinstated on Saturday, they had no time to bring forward their resolutions and asked the privilege of doing so. The chairman ruled that it required the unanimous consent of all present to allow such a proceeding. It would not be fair to delegates whose resolutions were in the hands of the Law Committee to allow new resolutions on the 8th day of the Convention.

After much discussion a motion was carried granting the members of Local No. 38 the privilege to bring in any resolution they might desire.

Report, Cleveland Agitation Committee To the 11th Convention of the I. L. G. W. U. Greeting.

This report must be a very hasty one. The Kalamazoo Corset Strike makes it impossible for me to go into full details at this time, because of the daily excitement connected with "illegal" picketing; a vigorous boycott campaign, and continuous mass meetings in various important Michigan cities to protest against government by injunction and to get moral and financial assistance. My time is crowded with more important work than reports, as you will learn from our Kalamazoo delegates.

The campaign to educate and organize into permanent committees the consumers of Ohio and Michigan is going on continuously, as before, and successfully. While in Cleveland, we learned from workers at the plant of H. Black and Company, that never before in the last ten years has work been so slack so early in the season. However, we feel that it is a great handicap not to have a label, because

merchants can cheat our committees and sell Cleveland goods by ripping off the marks.

Since the middle of March, Miss Krial, with the assistance of local trade unionists and others, has carried on the boycott in the cities of New Castle, Steubenville, Ballaire, Bridgeport, Martin's Ferry, Wheeling, W. Va.; St. Clairsville, Cambridge, Byrasville, Coshocton, Zanesville, Newark, and has also revisited certain cities, such as Canton, Akron and Youngstown to re-inforce the boycott of "Wooltex" goods in particular, at the suggestion of Secretary Dyche.

In almost every new city visited merchants have signed a petition asking Cleveland firms to adopt the Protocol, or else they have sent special letters to separate firms with which they have been dealing. (See, for example, enclosed letter from Geo. Stifel Co., Wheeling, W. Va.) As before, Women's Clubs have been endorsing and helping our cause, and particularly the Suffrage Societies, which are just now very active in Ohio.

During part of the time since the last report, Miss Barnum has been in New York City to get a label adopted, as that is a great need for our work. While East, Miss Barnum and Mr. Dyche visited President Gompers and got his endorsement of a proposed "Joint Label" with emblem of the manufacturers and label of the International Union, both on the label. They also induced him to come to New York to discuss the matter with the Joint Board. While in New York, Miss Barnum arranged for publicity of the Protocol in various magazines and journals, the N. Y. "Independent," the "World," "To-day," "Colliers," the "Outlook" and the N. Y. "Tribune." She also helped in the campaign for a 54-hour Bill for women workers and went to the capital of the state with a committee to induce the Governor to sign the Bill.

On May 1st she rejoined Miss Krial in Zanesville. An incident which occurred in Zanesville is typical of difficulties we often encounter and goes to prove that H. Black and his hired merchants do not relish our campaign.

When, after arranging to speak at a meeting of the Executive Board of the Zanesville Federation of Women's Clubs, I was preparing to ask them to get up a mass meeting which the President favored. I was told in the morning of the day that my talk would not be possible, that afternoon, as "something had come up" to make it seem better not. I smelled a rat at once and guessed at once

that the Wooltex merchant, Weber, had been getting busy. I made up my mind to run the matter down and went directly to the home of the secretary where the Board meeting was to be held. She blushed and stammered and finally admitted that her father had been visited by a merchant and had given his word that I should not be allowed to speak in his house. I then asked to see the father and his daughter called him into the room. It developed that he was a brick manufacturer who had been "slugged" during a strike in his factory. He fought the unions for years. I had a long conversation with him, during which I said that my own father often had permitted his home to be used by Women's Clubs, and he had never felt that that gave him the right to say what the clubs should do at their meetings. After a heated discussion, I got him to agree that the Women's Clubs should give the girls a hearing, at least, but then he thought that the merchant should be invited to speak at the same time. To this I readily agreed; I was proceeding to get the ladies to arrange for such a meeting, when I was suddenly obliged to come to Kalamazoo. So that the meeting is postponed, but not abandoned. Meanwhile we got the trade unionists to attend to Weber's during our absence. The other merchants had all agreed not to buy from Cleveland.

The Michigan campaign, carried on by Misses Newman and McGinty, has been going on in about the same way. They visited the cities of Detroit, Lansing, Flint, Kalamazoo, Grand Rapids and the smaller towns where Cleveland goods are sold. Besides forming Trade Union Committees to push the Cleveland Boycott, they have also done excellent work with Women's Clubs. Miss Newman has also attended the Socialist Convention at Indianapolis, where she was able to interest Socialists from all parts of the country to carry on the boycott, in their respective cities. We shall next visit Southern Ohio and Indiana.

Respectfully submitted,
Esther Barnum, Chairman,
Cleveland Agitation Committee.

Report of the Label and Boycott Committee.

Secretary Barcan read Resolution No. 37.
Whereas, since our International Union is in existence we have made no progress with our Union Label, and

Whereas, since the strike in the city of Cleveland a committee of the strikers have

been agitating for labor conditions in the different states similar to the protocol conditions gained in New York as a result of the strike of 1910, and

Whereas, the merchants and consumers ask for a Protocol Label on all goods that they purchase, and

Whereas, there is a great movement in the United States for union and sanitary conditions, therefore be it

Resolved, that this Convention change our label to be called "The White Label of Protocol Conditions," which should be framed in such a way as to reach the working class at large.

S. Polakoff, Local No. 9.

The majority of the committee recommended that the Convention authorize the G. E. B. to change the form of the label at their discretion and that the label shall be issued by the I. L. G. W. U. Minority report in favor of omitting the words: "and that the label be issued by the I. L. G. W. U."

General Secretary Dyche gave his reasons for moving that the Convention allow the General Executive Board to enter into arrangements with the Manufacturers' Protective Association. President Gompers had been in New York a short time ago and advised them to issue a label jointly with the Manufacturers' Protective Association. In the past all efforts to place the label had not been very successful, and he contended that a label such as they had in mind would be a formidable weapon in their hands. Other unions whose label was a success encouraged them, saying it would be greatly to their benefit. The result of the Cleveland strike had brought the question to a head and it seemed to him imperatively necessary that the Convention should take action, otherwise it would mean a delay of two years. Several prominent members of the Manufacturers' Protective Association had evinced their willingness to adopt the label and had assured the officers of the organization that they would do all in their power to compel the other members to join.

Delegate Cohen spoke against this and gave several reasons to support his contention.

Delegate Slotchin said he was not in favor of going into partnership with the manufacturers. He did not see how they could adjust matters before the Board of Grievance in any case where the manufacturers violated their agreement if this recommendation were endorsed. He also alluded to the fact that

several members who talked a great deal about the union label did not enquire very particularly as to whether they were getting union label goods, and instanced the buying of cigars in this connection.

Delegate Martin said the label which had been recommended was in his opinion a three-cornered label. It would mean taking their own label and placing upon it the imprint of the Manufacturers' Protective Association and that of the Sanitary Control on different corners. He gave reasons to show that a great deal of the work was not done under sanitary conditions and approved referring the matter to the General Executive Board with instructions that they be empowered to issue no label but the International Union Label.

Further discussion on this subject was postponed until the afternoon session.

The meeting adjourned at 12.30 P. M.

Monday, June 10th, Afternoon Session

President Rosenberg in chair.

Upon motion, roll call and reading of minutes was dispensed with.

President Rosenberg then introduced Mr. E. Eiges, manager of the Montreal "Volks Zeitung," who said that for the past five years the Jewish population of Canada has increased extensively. Five years ago it was almost impossible to organize a trade union in this city. Five years ago he was called upon to address a meeting of ladies' garment workers and the same was attended by 15 people. The following meeting was attended by 92 people and he thought at that time it was a great success. Two weeks ago a meeting was called, at which 2,000 people were present. In view of this fact it was found necessary to establish a Jewish publication in the Dominion of Canada, the name of which is the "Volks Zeitung." The object of this paper is to keep the workingmen of Canada together. When the delegates present at this Convention return to their respective cities, let them take with them the best wishes of the "Volks Zeitung" for the best success in their future undertakings.

The following telegram was then read:

New York, June 10, 1912.
Convention of the I. L. G. W. U., Labor
Temple, Toronto, Ont.

The Executive Board of Local No. 38 wish to thank the delegates of the 11th Convention for the sympathy and reinstatement of our local.

J. L. Banach, Sec'y Local No. 38.

The debate on the majority and minority report of the Label and Boycott Committee was then continued.

Upon motion the majority report of the committee was concurred in.

Resolution No. 38

Whereas, the reports of Miss Gertrude Barnum and Delegate Anna McGinty, and resolutions sent by the Toronto and Montreal locals of the Cloak Makers Union, show the necessity of agitation against unfair labor conditions, therefore be it

Resolved, that the incoming General Executive Board shall continue the agitation in the future for the principles we fought for in Cleveland and Toronto.

Committee recommended that this resolution be accepted and referred to the incoming G. E. B. Concurred in.

Delegate Kleinman, Secretary of the Law Committee, presented the following report:

Amendment 1, Article 3, Section 1

Whereas our Constitution provides for calling conventions biennially on the first Monday in June, and

Whereas, this Convention entails enormous expenses to our locals and to the General Office, and

Whereas, the General Officers have full power to act in any matter when the Convention is not in session, therefore be it

Resolved, that these conventions shall be held every 4 years and shall be called on the first Monday in May.

J. Katz,

M. Grishkan, Local No. 2.

Committee recommended the rejection of the amendment. Concurred in.

Amendment 2, Article 3, Section 2

The President shall open the Convention and be the presiding officer at the first session.

L. Kalis, Delegate No. 56.

Committee recommended rejection of this amendment. Concurred in.

Amendment No. 3.—Article 3, Section 3

Representation shall be based upon the average membership of the local for the last six (6) months previous to the month in which the call to the convention is issued.—John A. Dyche, Delegate Local No. 23.

Committee recommended the acceptance of the above amendment. Concurred in.

Amendment 4, Article 3, Section 5

Delegates shall be elected by ballot at a meeting of the L. U. immediately after receiving notice of the G. S. T. and a majority

vote shall constitute an election. No person shall be eligible unless he shall have been a member in good standing of the I. L. G. W. U. at least 2 years preceding the date on which said election is held and a member of the local union he is to represent, provided the L. U. was that long in existence.

S. Polakoff, Local No. 9.

Upon motion agreed to refer this back to the Law Committee.

Amendment No. 5.—Article 3, Section 5 shall read as follows:

A paid officer of any local union or Joint Board who has been in the employ of the organization for continuous six (6) months or more, shall be eligible as delegate to the convention; providing he or she is or has been a member of the I. L. G. W. U.—John A. Dyche, Delegate Local No. 23.

Upon motion agreed to accept the above amendment.

Amendment No. 6.—Article 3, Section 9.

Except in the case of a local union with a membership of more than 50 and less than 250, when delegates shall be entitled to the cost of over 500 miles transportation for one delegate only.—John A. Dyche, Delegate, Local No. 23.

Committee recommends the acceptance of the above amendment. Concurred in.

Amendment 7, Article 3, Section 9

Resolved, that the International Union shall pay one-half of the expense to each local union for every delegate represented at the Convention not exceeding three dollars (\$3.00) a day.

J. Katz,

M. Grishkan, Local No. 2.

Committee recommend the rejection of the same. Concurred in.

Amendment 8, Article 3, Section 6

Delegates shall establish their rights to a seat in the Convention by credentials signed by the chairman and secretary, with the seal of the L. U. attached, and shall also present their union books to the credential committee with all their dues and International assessments in good standing. They shall hold office until the election of their successors.

S. Polakoff, Del. Local No. 9.

The committee recommends its acceptance. Concurred in.

Amendment 9, Article 3, Section 11, to read as follows:

In order to provide for the presence of the President, Vice-President, General Secretary-Treasurer and members of the General Executive

Board, at the next succeeding convention to render their reports, etc.

S. Polakoff, Del. Local No. 9.

Amendment 10

Second line of above section to read:

"Of members of the General Executive Board," instead of "President, Vice-President and General Secretary-Treasurer."

J. A. Dyche, Del Local No. 23.

Amendment 11

"The President, First Vice-President and members of the General Executive Board shall be members of the succeeding convention in case they are not elected delegates, but without vote."

S. Polakoff, Del. Local No. 9.

The majority report of the committee is to reject the above amendments. The minority recommend acceptance.

Recommendation of the majority was accepted.

Amendment 12, Article 3, Section 12

Strike out the word *appointed*.

L. Kalis, Del. Local No. 56.

Committee recommends its rejection. Concurred in.

Amendment No. 13—Article 3, Section 14, shall read as follows:

Secretaries of local unions shall send a report of the conditions of the L. U. on Biennial Report Blanks furnished by the G. S. T. twenty days before the convention, to be printed in the convention number of the Official Journal. Seal of respective L. U., together with the signature of the President and Secretary, must be attached to all reports.—John A. Dyche, Delegate, Local No. 23.

The committee recommends the acceptance of same. Carried.

Amendment 14

Add to Article 3, Section 15, the following:

All amendments adopted at a regular convention shall go into effect 30 days after the adjournment of the convention.

S. Polakoff, Del. Local No. 9.

The committee recommends the acceptance of this amendment. Concurred in.

Amendment No. 15.—Article 3, Section 19:

No resolution or amendment to the constitution shall be introduced at the convention after the third day's session, except by two-thirds majority of the convention.—John A. Dyche, Delegate, Local No. 23.

Committee recommends the acceptance of this amendment. Concurred in.

Amendment No. 7.—Article 3, Section 20:

The proceedings of the convention shall be governed by the standing rules as prescribed by Article XIX., of, the constitution of the I. L. G. W. U., and Cushing's Manual.—John A. Dyche, Delegate Local No. 23.

The committee recommends the acceptance of this amendment. Concurred in.

Amendment 17, Article 4, Section 1

Resolved, that all the officers of the I. L. G. W. U. shall be elected by a referendum vote, biennially.

J. Katz,
M. Grishkan, Local No. 2.

Amendment 18

The General Executive Board shall consist of 20 members, 5 residents of New York City, 1 from Philadelphia, 1 from Chicago, 1 from Boston, 1 from Cleveland, 1 from St. Louis, and 1 representing every Joint Board affiliated with the I. L. G. W. U.

S. Berman, J. B. of Albany and Troy.

Amendment 19

The General Secretary-Treasurer, President and Vice-Presidents shall be nominated by the convention and elected by referendum.

S. Berman, J. B. of Albany and Troy.

Amendment 20

Two persons to hold the office of Secretary and Treasurer instead of one person holding both offices. The General Executive Board to be composed of 15 members, none of whom except the President, Secretary and Treasurer shall be paid officers. No officers shall serve more than two terms. All officers shall be elected by referendum of all good standing members of the I. L. G. W. U. In the event of an officer being under charges, 5 locals in good standing shall find sufficient reasons before these charges are taken up by the General Executive Board, which body shall give it over to a referendum of all the locals, and if a majority of locals find these charges well founded, said member shall be recalled. The President, Secretary and Treasurer and all the General Officers to be able to read, write and speak English.

H. Berkowitz, Sr N. Rosenberg, A. Ganz,
J. B. of Cleveland.

Amendment 21

Resolved, that a Board of Directors of 7 be elected by referendum vote and that they be not chosen from any one state or from the General Officers.

H. Sheines, Pres.; H. N. Rutskyn, Sec'y;
L. Kalis, Local No. 56.

Amendment 22

Resolved, that the General Officers be not elected for a longer period than 2 continuous and successive terms.

H. Sheines, Pres.; H. N. Rutskyn, Sec'y;
L. Kalis, Local No. 56.

Amendment 23

Resolved, that the majority of the General Executive Board be chosen from the country at large, and the minority from New York.

H. Sheines, Pres.; H. N. Rutskyn, Sec'y;
L. Kalis, Local No. 56.

Amendment 24

Whereas, our International Union has been increased largely in the past two years and is constantly increasing, and

Whereas, there is still a large field for organizing work, and knowing from past experience that owing to having the work left to a few men to accomplish, they were therefore unable to do it successfully, therefore be it

Resolved, that the General Executive Board shall consist hereafter of 21 members, including the President and General Secretary-Treasurer. The General Executive Board shall be divided into 3 departments: (1) Organizing Department, (2) Finance Department, (3) Jurisdiction and Grievance Department.

Each department shall meet not less than once a month and all three departments, namely, the General Executive Board shall meet not less than once in 6 months. The General Executive Board shall have the power of recalling any members of the Organizing Department when they deem it necessary. Each department shall have the power of transacting its own business. Each department shall elect its own secretary, but the secretary of the Finance Department shall be the General Secretary-Treasurer.

These 3 secretaries and the President shall act in the capacity of a supervisory board. This board shall be a payable department. Each payable officer shall get not more than \$21.00 per week for the first 6 months in service for the International Union, but shall not get more than \$35.00 per week thereafter.

Every said officer, when away 50 miles from his home town, shall get \$2.00 per day traveling expenses.

No one city shall be entitled to have more than eight representatives on the General Executive Board.

Jacob Katz,
Max Grishkan, Local No. 2.

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Amendment 25

The General Officers of the I. L. G. W. U. shall consist of the General President, General Secretary-Treasurer and, 13 Vice-Presidents, 5 of whom shall be residents of the City of New York. The General Executive Board shall meet every month.

M. Lazarus, Secy.

J. Alperstein, Pres. Local No. 4.

Amendment No. 26.—Article 1, Section 1.

The General Officers of the I. L. G. W. U. shall consist of fifteen (15) members, including Treasurer and five (5) Vice-Presidents, who shall act as General Organizers. Ten (10) of the members of the G. E. B. shall be residents of New York. The General Executive Board shall hold quarterly meetings in New York City. The New York resident members of the Board shall meet once a month.—John A. Dyche, Delegate, Local No. 23.

Amendment 27

Whereas, the pressers of the ladies' garment trade are better organized than all other sections of the trade, and

Whereas, pressers are subject to many evils which are not as well understood by operators or tailors, therefore be it

Resolved, that the pressers shall be represented by two members on the General Executive Board.

Morris Goldofsky, A. Shavelson, Local No. 35; M. Brass, Local No. 68.

Amendment 28

All the Vice-Presidents who are to form the General Executive Board of the I. L. G. W. U. shall be nominated (not more than two from each local) from the floor of the convention, and the twenty-four receiving the greatest number of votes shall be submitted to the general membership for election. It shall be the duty of the G. S. T. to call the referendum not later than September following the convention, and that those that are elected shall take their office not later than December 31st of the same year.

A. Cursi,

L. Cassato, Local No. 9.

Amendment 29

In the fourth line omit the word "Four" and insert the word "majority."

Ab. Rosenberg, Local No. 1.

Amendment 30

All the officers shall be nominated at the biennial convention and shall be ratified by the entire membership. They shall be elected one month after the convention, and hold office until their successors are duly nominated, elected and installed.

M. Lazarus, Secretary; J. Alperstein, President, Local No. 4.

Amendment 31

The General President and General Secretary-Treasurer shall be nominated upon the floor of the convention and the three candidates for the respective offices receiving the greatest number of votes at the convention shall be submitted to a referendum vote for election.

The committee recommends the following substitute amendment for amendments 17 to 31:

Amendment 32

Article 4, Section 1, to read as follows: The General Officers of the I. L. G. W. U. shall consist of the General President, General Secretary-Treasurer and thirteen Vice-Presidents, seven of whom shall be residents of the City of New York. The New York members of the Board shall meet once a month.

After some discussion agreed to accept the substitute amendment of the committee.

Amendment No. 33.—Article 4, Section 8, to be deleted. John A. Dyche, Local 23.

Committee recommends its adoption. Concurred in.

Amendment No. 34.—Article 4, Section 8:

Any member of the International Union who has been two years in good standing in his or her local union shall be eligible to any office in the International Union.

John A. Dyche, Local 23.

Committee recommends its adoption. Upon motion recommendation not concurred in.

Amendment No. 35.—Article 4, Section 9:

The installation of officers shall take place on August 1, after the biennial convention, when the newly elected administration shall come into power.—John A. Dyche, Delegate, Local No. 23.

Committee recommends its adoption. Upon motion recommendation not concurred in.

Amendment No. 36.—Article 5, Section 9, shall read as follows:

The General Secretary-Treasurer shall issue an itemized monthly financial report which shall be published regularly in the Official Journal.—John A. Dyche, Delegate, Local No. 23.

Recommendation of the committee is to reject the same. Concurred in.

Amendment No. 37.—Article 5, Section 10:

The G. S. T. shall be bonded in a reputable security company in the amount of \$10,000. The amount of said bond may be increased at any time within the discretion of the G. E. B. The premium for said bond

shall be paid out of the funds of the International Union. The accounts of the G. S. T. shall be audited monthly by a reputable certified accountant to be appointed by the G. E. B. The report of the accountant shall be published monthly along with the financial statement of the G. S. T. in the Official Journal. All bills outside of the regular expenditures, such as rent, salary and petty cash items, shall be O. K'd by the President or First Vice-President.—John A. Dyche, Local No. 23.

Committee reports favorably with the exception of that part referring to the publication in the Official Journal. Concurred in.

Amendment 38, Article 5, Section 12

Omit the word "four" and insert the word "five," same as to read as follows:

The General Executive Board shall be empowered to commission as organizers any member of the International who possesses the necessary qualifications, for such length of time as they may deem fit and to pay him or her such salary as they may decide upon, same not to exceed \$5.00 per day and also traveling allowances.

Abr. Rosenberg, Del. Local No. 1.

The recommendation of the committee that the salary shall not be more than \$30.00 per week, instead of \$5.00 per day, was concurred in.

Amendment No. 39.—Article 5, Section 15:

The General Executive Board shall have the right to call a special convention when so decided by three-fourths majority vote of the Board.—John A. Dyche, Delegate, Local 23.

The committee recommends its rejection. Not concurred in.

Amendment No. 40.—Article 5, Section 16:

The General Executive Board shall meet 20 days prior to the convention and appoint an Audit and Credential Committee of seven members, three of whom shall be delegates from cities outside of Greater New York, whose duty it shall be to meet at the general office of the International Union not later than ten days prior to the holding of the convention, to examine all credentials, books and accounts of the general office and make a complete report. The committee shall have their report of the delegates completed and printed in sufficient numbers to provide each delegate to the convention with a copy of their report on the first day the National convention convenes, and in like manner the reports of the International President, Vice-President and Secretary-Treasurer and accountant shall

be prepared and printed and distributed on the first day of the convention—John A. Dyche, Delegate, Local No. 23.

The committee recommends its acceptance. Concurred in.

Amendment No. 41.—Article 5, Section 17:

It shall be the duty of the General Organizers to look after the interests of the I. L. G. W. U., to organize new locals, visit existing locals, to adjust internal differences, to assist local unions in adjusting threatened strikes and lockouts, to audit or cause to be audited the accounts of locals and look after the proper financial transactions of the business of the locals in their territory, and in all matters officially represent the I. L. G. W. U. in accordance with the constitution and directions from headquarters, and perform such other duties as may be assigned to them by the G. E. B. They shall render a monthly report to the G. S., which shall be published in the official Journal, and also fill out a weekly report blank provided by the G. S.-T.

John A. Dyche, Local 23.

The committee recommends its acceptance. Concurred in.

Amendment No. 42.—Article 7, Section 1,

Second line:

Change the word *five* to "ten" and "fifteen weeks" instead of *ten weeks*.—John A. Dyche, Delegate, Local No. 23.

The committee recommended same to be accepted. Concurred in.

Amendment 43, Article 6, Section 2

If at any time the General Executive Board should deem it necessary to raise the per capita, the question may be submitted to a referendum vote in accordance with Section 1, Article 3.

J. A. Dyche, Local No. 23.

The committee recommends the acceptance of the above, with the addition of the word "convention" before the words, "or General Executive Board."

The recommendation of the committee was adopted by 53 votes in favor against 43 votes opposed.

The Convention adjourned at 6 o'clock, to reconvene Tuesday, June 11th, at 9.30 A. M.

Tuesday, June 11th, Morning Session

Roll call, absentees: Ben Schlesinger, Th. Jacobs, J. Kivenco, Jos. Abramsky, Harry Wander, Harry Lubinsky, Morris J. Cohen, Douglas Webb.

The minutes of the previous two sessions were read and adopted.

Delegate Kleinman for the Law Committee**Amendment 44, Article 8**

Strike out Sections 1, 2, 3, 4, 5, 6, 7 and insert instead the following:

"Any charges made against any International elected or appointed officer by any three locals of two different cities, such charges shall be sent to the General Office and the same shall forward them to all locals for a referendum vote."

Jacob Katz,
M. Grishkan, Local No. 2.

The committee recommends its rejection.
Carried.

Amendment 45

Whereas, Article 8, Section 10, of the Constitution reads that any member of the I. L. G. W. U. feeling aggrieved at the decision of the I. U. in regard to himself shall have the right to appeal to the G. E. B., and

Whereas, the G. E. B. meets once in three months and it takes a member three months to wait for a decision, therefore be it

Resolved, that we amend the above-named section to read that a member shall appeal to the Joint Board and District Council whenever such exist and then to the G. E. B.

L Sheff, Joint Board, New York.

The committee recommends its adoption.
Carried.

Amendment 46

Whereas, all over the civilized world it is considered an injustice to try a person twice for the same offense, and

Whereas, Article 8 makes no provision to this effect, therefore be it

Resolved that a new section be added to Article 8 to read as follows:

No member of the I. L. G. W. U. shall be tried twice by the same body on the same charge on which he or she was tried before.

(Signed)

Reuben Bernstein, Local No. 9.

The committee reported favorably. Carried.

Amendment No. 47.—Article 9, Section 3:

Add to second line of that section of the word "dissolve," lapses or be expelled."—John A. Dyche, Local No. 23.

Committee recommends its adoption. Concurred in.

Amendment No. 48.—Add to Article 9, Section 4:

All property and money of the local union shall be the property and money

of the I. U."—John A. Dyche, Delegate, Local No. 23.

The majority of the committee were in favor of rejecting and the minority for accepting the amendment.

Upon motion report of majority accepted.

Delegate Kleinman: We have received several amendments pertaining to increasing the per capita; also rules for governing the calling and conducting of strikes and lock-outs; also some recommendations from the President and General Secretary-Treasurer to the same effect.

We find that in view of the fact that the recommendation of the President to establish a strike benefit fund was adopted; this requires a special study of the situation and of the constitutions of other International Unions.

We therefore recommend that the General Executive Board be instructed to work out a plan of an increased per capita and rules governing the calling and conducting of strikes and lock-outs, and submit same together with the recommendation of the President to a referendum vote of the general membership.

Moved and seconded that the recommendation of the committee be accepted. Carried.

Amendment 49. Article 11, Section 1

Strike out the sentence: "But no charter shall be issued to any local composed wholly or partly of Chinese, Japanese or other Asiatics."

(Signed) S. Lefkowitz, Local No. 9.

The committee recommended its adoption, and also to add the word "Pressers" after the words "Lining Cutters." Carried.

Amendment 50. Article 12, Section 3a to read:

The delegation to the Joint Board shall be according to the membership of the locals, the percentage to be formulated by the incoming General Executive Board.

H. Dubinsky, Local No. 56.

The majority report was to reject, the minority in favor.

Upon motion the majority recommendation was carried.

Amendment 51. Article 11, Section 4

Add an additional section to read as follows: "Wherever there are different nationalities employed in any one branch of the trade where it is impossible to keep them in one

local the G. E. B. shall be empowered to issue a separate charter to them.

Majority recommends rejection; minority in favor.

Moved and seconded that the resolution be ruled out of order on account of this having been previously before the Convention and voted upon. Carried.

Amendment 52, Article 12, Section 3, to be amended as follows:

All the local unions recognized as of the same trade must pay the per capita tax to the Joint Board or District Council, that the majority of the local unions has decided upon.

Saul Metz, M. J. Aspis, S. J. Ringer,
Del. Local No. 1.

The committee recommends to substitute the following:

Add to Article 12, Section 3a:

The Joint Board shall have the power to decide the amount of per capita or dues for each affiliated local for the transaction of the business of the J. B. A majority of the locals shall decide. Concurred in.

Amendment 53, Article 12

Add an additional section to read as follows:

The Joint Board shall have the right to decide that all locals affiliated with same must have a uniform initiation fee for members.

A. Rosenberg, Local No. 1.
The committee recommends its adoption. Carried.

Amendment 54, Article 12

Add an additional section to read as follows:

It shall be the duty of the Joint Board to see that harmony among the locals shall prevail. They shall also have the right to decide on appeals from members against their respective locals, in which case the decision of the Joint Board shall be final, subject to an appeal to the General Executive Board.

A. Rosenberg, Local No. 1.

The committee reports favorably. Carried.
Amendment No. 55.—Article 12, Section 4:

The financial Secretary of a local union shall immediately after the first meeting in each month fill out the monthly report blank issued by the G. S., sign the same in conjunction with the President and Recording Secretary, and forward it together with the duplicate green sheets. He shall also fill out the quarterly report after the first meeting in each quarter ending June, September, December and March. Said officers shall also produce the books of the L. U. when demanded by the G. E. B. or any General Officer authorized by the G. E. B. A local Union shall be liable

to a fine of not more than \$5 for violating the same. A local failing to do so within thirty days shall be suspended for insubordination.—John A. Dyche, Delegate, Local No. 23.

The committee reported favorably. Carried.

Amendment 56

Add Section 6 to Article 12.

No local union shall have the right to make any payments out of its regular revenue, such as dues, initiation fee, fines or assessments for any other purpose, except the regular expenditure of the union, or any strike benefits, or donations to other labor organizations involved in strikes, which are under the jurisdiction of the American Federation of Labor. Donations and contributions for other purposes outside of those specified above must be raised either by voluntary contributions or by the creation of a special fund by the local union. Any treasurer or financial secretary or other officers making payments in violation of this rule shall be subjected to legal prosecution.

John A. Dyche, J. Abramsky, Local No. 23;
Reuben Bernstein, Local No. 9.

Committee recommends its rejection. Carried.

Amendment No. 57.—Article 12, Section 7, add:

No local union shall formulate conditions of labor or adopt by-laws, the enforcement of which may lead to strikes or lockouts without being submitted for approval to the G. E. B.—John A. Dyche, Delegate, Local No. 23.

Committee recommends its adoption. Carried.

Amendment No. 58.—Article 14, Section 1, add:

The initiation fee of affiliated locals shall not be less than \$1, and not more than \$10.—John A. Dyche, Delegate, Local No. 23.

The committee recommends rejection.

It was moved and seconded that the recommendation of the committee be concurred in, and upon a roll call the recommendation was carried by 57 to 52.

Ayes: Ab. Axelrod, Nathan, Leventhal, S. J. Ringer, Frank Rosenberg, Morris Steizer, Harry Wagner, Simon Zlotchin, Reuben Bernstein, Morris Deitch, Phillip Greifer, M. Kushner, Meyer Palefsky, Solomon Polakoff, Chas. Beaver, Jesse P. Cohn, Isadore Epstein, Samuel Martin, John F. Pierce, John C. Ryan, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, Jacob Press, Barnet

Levitt, Jacob M. Singer, Morris Goldman, Joseph Abramsky, Max Albert, Jacob Kaplan, Harry Kleinman, Meyer Perlstein, Harry Wander, Sam Schwartz, Morris Goldovsky, B. Greenko, J. Kinbarovsky, J. Limanovsky, Harry Lubinsky, Abraham Shavelson, Morris Sigman, Sam Teichman, J. Brazlaver, Harry Klein, Harry Berkowitz, Morris Sirota, Harry Dubinsky, Louis Laufer, Max Lubow, Morris J. Cohen, Meyer Rosenberg, Meyer Brass, Ab. Churgin, Joseph Kaplan, M. Shucter, James Law, Isadore Sheff.
 Noes: Saul Metz, Abraham Rosenberg, Max Amdur, M. Grishkan, Jacob Katz, David Cohen, Luigi Cassato, Aldo Cursi, Sam Lefkowitz, Ab. Mitchel, Salvatore Ninfo, I. M. Lapidus, S. Reitzin, H. Salutin, Max Cohen, Isaac Fabricant, Morris Jacobinsky, Daniel Nisnewitz, Abraham Sherer, David Shapiro, Max Brodfield, Frank Comunale, John A. Dyche, Geo. Wishnak, Abram Baroff, Sigmund Haiman, H. Liberman, Elias Reisberg, Sam Spivack, Benj. Witashkin, Israel Feit, S. N. Rosenberg, Miss Margaret Casey, Miss Florence O'Connor, Rosalino Boungiovanni, Louis Kalis, S. Labensohn, Abraham Steinberg, H. Straubburg, Samuel Glassman, Jacob Glickman, Miss Myrtle Parsons, John Baka, A. Madow, Louis Galinsky, Abraham Kirzner, H. Altman, Abraham Groban, Anna McGinty, Joseph Welkofsky, Emma Betz, Joe Cress.

Amendment No. 59.—Delete second part of Section 5, Article 14, beginning with the words "If, however."—John A. Dyche, Delegate, Local No. 23.

The committee recommended favorably. Carried.

Amendment 60, Article 14, Section 6
 Exclude first two words and read:

"Foremen, foreladies, or persons having authority to hire and discharge employees shall not be permitted to membership in the I. L. G. W. U. Persons holding political offices from any of the capitalistic parties are likewise barred from membership in the International." — A. Kirzner.

Louis Galinsky, Local No. 92.

Also another amendment in connection with above section.

Amendment No. 61.—Article 14, Section 6, shall read:

No member of the I. L. G. W. U. shall enter into an individual agreement or give security to the employers. Such member shall be expelled from the International Union.—John A. Dyche, Delegate, Local No. 23.

The committee recommends to accept the last Amendment and add: "Persons holding

political offices from any of the capitalistic parties are likewise barred from membership in the International Union. We also recommend to strike out Section 4 of Article 18 because the above already provides for it." Carried.

Amendment 62, Article 16, add new Section 3.

When a member of the I. L. G. W. U. leaves one branch of the Ladies Garment trade for another, such for instance, when an operator becomes a tailor, or vice versa, or takes to any other part of our trade, he or she shall have the right to transfer to that local and be considered an old member of the I. L. G. W. U. and have all the privileges of membership conferred by the constitution.

S. Polakoff, Local No. 9.

The committee reports favorably. Concurred in.

Amendment 63, Article 17, Sections 1 and 2

The members of any local, affiliated with the International Ladies' Garment Workers Union, are entitled to a free transfer from one local to another.

Aldo Cursi, Local No. 9.

The committee recommends its rejection on the grounds that it is already provided for in Section 3 of same Article. Carried.

Amendment 64

Add new Section 9 to Article 17.

Any member in good standing of the I. L. G. W. U. shall be permitted to work fourteen days in any trade controlled by another local union without transferring his membership.

S. Polakoff, Local No. 9.

The committee reports favorably. Concurred in.

Amendment 65, Article 18, Section 2
 To the Eleventh Convention of the International Ladies' Garment Workers, Greeting:

I hereby wish to submit the following resolution:

Whereas, the last Convention in Boston, Mass., has provided that for the sum of fifty (50) cents paid into the General Office, a member shall after being in good standing for ten (10) years be entitled in case of death to five hundred (\$500) dollars death benefit, and

Whereas, the plan has not proven to be a success, because the majority of our members do not expect to stay that long in the trade and they rather insure themselves for such sums of endowment in other organizations where they expect to belong no matter what their work will be,

Therefore, the Convention resolves to do

away with the Endowment Fund and decides to create an Accident Fund instead, to which a member, after being in good standing for one year and meeting with an accident, such as will disable him or her to work at our trade forever, should be entitled to receive a sum not exceeding five hundred (\$500) dollars. As soon as our physician will declare the case so severe, the member shall get it; to cover such fund every member of the International shall be taxed fifty (50) cents each; the President shall appoint a committee of five (5) who shall specify the plan and then it shall be given over to a referendum vote.

Samuel Glassman,
Cloak Operators, Local No. 78.

The recommendation of the committee is to reject. Carried.
Amendment No. 66.—Delete in the constitution of the I. L. G. W. U. all references to subordinate local unions.—John A. Dyche, Delegate, Local No. 23.

The committee reports favorably. Carried.
Session adjourned at 12:45 p. m.

Tuesday, June 11, Afternoon Session

President Rosenberg in chair.

Absentees: H. Grossman, N. Levenshal, Frank Rosenberg, M. Grishkan, Jacob Katz, L. Cassato, Aldo Cursi, Ph. Greifer, J. Halpern, M. Kushner, Sam Lefkowitz, M. Mitchell, Salvatore Ninfo, Chas. Beaver, Isd. Epstein, Samuel Martin, John Pierce, Jesse Cohen, J. C. Ryan, Jacob Press, T. Jacobs, J. Kivenko, Meyer Perlstein, Ia. Feit, Margaret Casey, Florence O'Connor, Paul Westerville, Douglas Webb, James Law, Louis Galinsky, Louis Cohen, Jas. Welkofsky, S. Berman.

The following telegram was read:

Phila., Pa., June 11, 1912.
To the Convention of the I. L. G. W. U.,

Toronto, Can.

We wish you success in your efforts to obtain the best conditions for the wage earners of your organization.

Yours, on the United Hebrew Trades,
Sam London.

Delegate Epstein for the Resolution Com.
Resolution No. 39 ✓

Whereas, the I. L. G. W. U. is an industrial organization embracing nearly 100,000 people in the United States and Canada, banded together for the purpose of improving the conditions under which its members are employed for obtaining a more equitable share of the

products of their labor, and enforcing a reasonable workday in the ladies' garment trades, and

Whereas, we find that even such laws as are on the statute books for the protection of the workers are not being enforced on account of the insatiate greed for profits on the part of the capitalist employers, resulting in horrible catastrophes, such as the Triangle fire in New York, and

Whereas, we have found, furthermore, that whenever we have attempted to enforce our demands for better conditions by going on strike, the powers of the present capitalist government administrations have always been used against us to force us back to work under unfavorable conditions, and

Whereas, as an organization we are firmly convinced that, in order to be safeguarded in our economic and industrial interests, it is imperatively necessary that we be adequately represented in the political field as the only means by which we can compel the employers to respect our rights, therefore be it

Resolved, that this organization impress upon its members the duty of taking an active part in politics in their respective localities, thus making their influence felt, to the end that they may be protected in their lives and in their rights generally, and be it further

Resolved, that we do not favor the formation of separate labor parties in different localities which divide and render inefficient the political power of the workers, and be it further

Resolved, that since there is one International Socialist Party which represents on the political field the interests of the workers of all countries of the world, we unhesitatingly declare it to be for the good of this organization that its members indorse and support the said International Socialist Party, and we recommend to all our members to act accordingly.

A. Baroff, B. Witashkin, Clara Lemlich, H. Lieberman, S. Spivak, E. Reisberg, Local No. 25.

The recommendation of the committee is to reject for the reason that the members of the I. L. G. W. U. hold affiliations with different political parties, and it will be unfair for this convention to indorse the candidates of any political party. Concurred in.

Resolution No. 40

Whereas, the various branches of the garment working industry are becoming more and more complicated from year to year, and

Whereas, constant disputes of the different locals inevitably arise, and many times to the disadvantage of our members and cause, and

Whereas, the weapon of industrial strikes show the superiority of industrial action over craft organization, and

Whereas, on the other hand, the employers are industrially organized to combat organized labor and to protect their industrial interests, therefore be it

Resolved, that the I. L. G. W. U. favors the industrial form of organization which is more beneficial to the interests of its members.

S. Haiman, Local No. 25.

The recommendation of the committee is to reject for the reason that it is not stated clearly in the resolution what is desired of this convention. Concurred in.

Resolution No. 41

Whereas, society is divided into two classes, the capitalist and the working class, and

Whereas, the working class is exploited of the wealth it alone produces, and

Whereas, between these two classes the struggle must go on until the producer is recognized the sole master of his product, that is until the capitalist system is overthrown, and

Whereas, the capitalist system can only be overthrown by the working class through united class action, therefore be it

Resolved that the I. L. G. W. U. recognizing the above declaration adopts the industrial form and the tactics which can better secure the immediate improvements of the conditions of the workers employed in the ladies' garment industry, as to help along the overthrowing of the capitalist system.

Frank Comunale, Local No. 23.

The recommendation of the committee is to reject for the reason that it is not stated clearly in the resolution what is desired of this convention. Carried.

Resolution No. 42

Whereas, the delegates of the cloak industry in the city of New York are aware of the many moral and material inconveniences experienced in the last two years of active life, and

Whereas, though fruitful, we may yet call it an experimental period in which many lessons have been learned by us and we found that unity of action against us is a practice of the manufacturers, and

Whereas, our present means of defense and struggle have proved to be completely inadequate, because our workers are given to understand that harmony is possible to exist between the two antagonistic classes, and

Whereas, the partition of a big union like ours into different local unions representing each a craft gives rise to unnecessary local selfishness, which often misleads the aspiration of the workers, and

Whereas, such a state of affairs renders the average union member a local militant instead of a class defender, and

Whereas, the financial situation also suffers by such a complicated system, and by the excessive number of local employees and other expenses, and

Whereas, the power attributed to each local executive board generally attains a conflicting state of affairs with the proper authorities who conduct the every day union business, therefore be it

Resolved, that all the New York locals of the cloak and suit industry shall merge into one body of men and women who are to elect a proportionate number of representatives by a referendum vote every 6 months, who are to form a deliberating body for the cloak industry of the city of New York, and be it further

Resolved, that any sub-division of this local shall be done in regard to nationalities and to crafts, and be it further

Resolved, that there shall be one financial administration which shall have all powers belonging now to each local union and to the Joint Board, and be it further

Resolved, that this resolution is to take effect not later than December 31, 1912.

Aldo Corsi, S. Ninfo, L. Cassato, A. Mitchell, S. Lefkowitz, Local No. 9; M. Finkelstein, W. Barcan, S. Chanser, Local No. 11; M. Brodfield, Frank Comunale, Local No. 23; R. Boungiovanni, B. Greenko, Local No. 35; D. Shapiro, Local No. 20; M. Brass, Local No. 68; A. Madow, J. Baka, Local No. 90.

Resolution No. 43

The committee recommended its rejection on the ground that this is a local matter and applies to the New York locals. Carried.

Whereas, most of the vice-presidents have been paid officers of the International Union, and

Whereas, it is not becoming for officers to be called on to approve their own work, therefore be it

Resolved, that the vice-presidents shall not

be paid officers and that the General Executive Board shall select organizers from those who are not office holders of the International Union.

Max Perlstein, Local No. 23.

The majority report of the committee recommended its rejection as in the opinion of the committee it is the duty of the General Executive Board to select the most competent members for organizing work, regardless as to whether they are members of the General Executive Board or not, and that we presume that this convention selects the best men to constitute the personnel of the General Executive Board.

The President, however, ruled this resolution out of order, as the subject matter had already been dealt with.

Resolution No. 44

Whereas, both the International Union and some of its locals have now a tremendous need for printed matter of various kinds, of which journals issued by the Joint Board and the International Union form a large part, and

Whereas, the headquarters of the Union is situated in New York City, which is also the headquarters of a large number of labor organizations, and all these would be sufficient to insure the success of a printing establishment of our own, therefore be it

Resolved, that this convention instructs the incoming General Executive Board to take steps for the establishment of a printing plant of our own, in order to insure economy in an item entailing much expenditure.

Max Albert, Local No. 23.

The committee recommended to refer this to the incoming General Executive Board. Concurred in.

Resolution No. 45 ✓

Whereas, the New York "Forward," a Jewish daily paper, has in the past shown, in the last general strike of 1910, also in the Cleveland strike of 1911, sincerity and true obligations in helping us through the press to bring about our victories, and also in view of what it does for the present, therefore be it

Resolved, that the 11th convention of the I. L. G. W. U. decide to send a vote of hearty thanks to the Jewish daily "Forward."

S. Metz, Local No. 1; W. Barcan,

Local No. 11.

The committee recommended its adoption. Concurred in.

Resolution No. 46

Whereas, we are endeavoring to have laws

enacted in the different legislative bodies of all governments looking to the advancement of the cause of labor, therefore be it

Resolved, that this convention go on record as exacting of all its members and prospective members the necessity for prompt declaration of their intentions of becoming citizens.
S. Martin, J. F. Pierce, I. Epstein, C. Beaver,
J. P. Cohen, J. C. Ryan, Local No. 10.

The committee recommended its adoption. Concurred in.

✓ Resolution No. 47

Whereas, society is divided into two classes, the working class which produces all the wealth and the capitalist class which owns and controls the means of production, thereby being the sole owner of the very life of the workingman and those dependent upon him, and

Whereas, organized labor is in most cases absolutely helpless against organized capital, which owns and controls the courts, police and the militia, and

Whereas, concentrated political action on the part of organized labor would enable the working class to have its own representatives in the various legislative bodies, and

Whereas, the Socialist Party is the only labor party that honestly and earnestly represents the interests of organized labor, aiming at the overthrow of the capitalist system and the establishment of a co-operative commonwealth, whereby each man will receive the full product of his labor, therefore be it

Resolved, that the I. L. G. W. U., at its 11th convention, indorse the Socialist Party of America which aims at securing the overthrow of the bourgeoisie, and be it further

Resolved, that we indorse the standard bearers of the Socialist Party, viz., Eugene V. Debs and Emil Seidel for President and Vice-President, respectively.

Max Brodfield, Local No. 23.

The recommendation of the committee is to reject on constitutional grounds.

The President ruled this resolution out of order on the ground that the convention has already refused to pledge its members to any affiliation with political parties.

Resolution No. 48

Whereas, the sewing of plushes and caracul coats above size 12, by machine, spells ruin for the cloak trade, and

Whereas, this is not a question of introduction of new machinery, mechanical device or technical improvement into the industry, but

rather an invention that compels one employee to make the work of two employees for the remuneration payable to one employee, therefore be it

Resolved, that this convention go on record against the sewing of pluses and caraculs by machine and stand pledged to take measures for preventing its spread to wider fields and to abolish the practice wherever it is in use.

H. Wagner, S. Ringer, S. Metz, S. Slotchin, Local No. 1; Ph. Greifer, M. Deitch, J. Halpern, Local No. 9.

The recommendation of the majority of the committee is to reject on the grounds that this convention cannot go on record as passing any resolution toward stopping the advancement of civilization and progress. Minority report is to accept.

After a lengthy discussion in which delegates Dubinsky, Wagner, Lapidus, Metz and Slotchin participated, the previous question was called for and upon a vote the recommendation of the minority was carried.

Delegate Kleinman for the Law Committee.

Amendment 4, Article 3, Section 5, which was referred back to the committee, to read as follows:

Delegates shall be elected by a ballot at a meeting of the Local Union immediately after receiving notice of the G. S.-T., and a majority vote shall constitute an election. No person shall be eligible unless he or she is a member in good standing of the local he or she represents. No member shall be eligible as a delegate to the convention unless he or she is in good standing in the I. L. G. W. U., at least 2 years preceding the date on which said election is held.

The committee recommended its acceptance. Concurred in.

Moved and seconded that this amendment shall take effect immediately in order to bestow on Delegate M. G. Leader, of Local No. 17, the privilege of the vote.

After a lengthy discussion a roll call was demanded, which resulted in 84 voting in favor of the motion and 64 opposed:

Ayes: M. Grishkan, Jacob Katz, Chas. Beaver, Jesse P. Cohen, Isador Epstein, Samuel Martin, John F. Pierce, John C. Ryan, Samuel Chanser, Jos. Elkin, Jacob Press, Max Cohen, Isaac Frabican, Morris Jacobinsky, Daniel Nisnewitz, A. Scherer, Geo. Wishnak, Sigmund Haiman, Clara Lemlich, H. Lieberman, S. N. Rosenberg, Sam Schwartz, Margaret Casey, Florence O'Connor, Louis Kalis,

S. Lebensohn, A. Steinberg, Morris J. Cohen, A. Churgin, Joe Kaplan, H. Strassburg, Myrtle Parsons, L. Galinsky, Emma Betz. Noes: M. Ashpis, Abr. Axelrod, Nathan Leventhal, Saul Metz, Samuel Ringer, A. Rosenberg, Frank Rosenberg, Morris Stelzer, Harry Wagner, Simon Slotchin, David Cohen, Reuben Bernstein, Louigi Cassato, Aldo Carsi, Morris Deitch, Ph. Greifer, H. Halpern, M. Kushner, Sam Lefkowitz, Abe Mitchell, Salvatore Ninfo, Meyer Palefsky, Solomon Polakoff, Max Finkelstein, S. Reitzin, H. Solntin, D. Shapiro, Barnett Levitt, J. Singer, J. Abramsky, M. Albert, Max Brodfield, Jacob Kaplan, Harry Wander, A. Baroff, Elias Reisberg, S. Spivak, Benj. Witashkin, R. Bonogiovanni, Morris Goldofsky, B. Greenko, J. Kimbarovsky, J. Limanovsky, Harry Lubinsky, Abr. Shavelson, Morris Sigman, Sam Teichman, J. Braslover, Harry Berkowitz, Morris Sirota, Harry Dubinsky, Lewis Laufer, Max Lubow, Meyer Rosenberg, M. Schacter, Samuel Glassman, Jacob Glickman, John Baka, A. Madow, A. Groban, Joe Cress, Isd. Sheff.

Amendment 67

Whereas, it has been proven by every day experiences that the provision of our Constitution relating to traveling cards does not answer to our present requirements, and

Whereas, the control exercised over the members who obtain traveling cards is insufficient, since it frequently happens that the members lose their cards or hand them over to other members, and so two members go under one name, therefore be it

Resolved, that every member shall be furnished with a traveling card to be retained by him, while the original transfer card with the member's signature shall be sent by the secretary of his local union to the secretary of the local to which he transfers his membership for the purpose of identification.

S. Slotchin, S. Metz, M. Stelzer, F. Rosenberg, Local No. 1.

The committee recommends its rejection. Concurred in.

Amendment 68, Article 4, Section 11

No decision or legislation initiated by the General Executive Board shall be an established law unless it has first been voted on by at least one quarter of the entire membership of the International Union.

J. Katz, Local No. 2.

The committee recommends its rejection. Concurred in.

Amendment 69

Whereas, the Constitution of the I. L. G. W. U. gives the convention the right to elect its general officers, be it therefore

Resolved, to adopt an amendment to the Constitution for the election of the general officers, including the General Executive Board, by a referendum vote.

G. Slatin, Local No. 38.

The President ruled this amendment out of order on the ground that the question has already been dealt with.

Amendment 70, Article 12, Section 7

Whereas, the Constitution of the I. L. G. W. U. gives the General Executive Board judicial powers to revoke a charter of a local union, and

Whereas, this power proves dangerous to local unions, therefore be it

Resolved, that an amendment be adopted to the effect that no charter should be revoked, except as provided for in Article 12, Section 5, of our Constitution, unless passed by referendum vote.

S. Roseman, Geo. Slatin, M. Spivak, I. Goldstein, Thomas Kratina, A. Soloviof, Local No. 38.

The committee recommends its rejection. Concurred in.

Amendment 71 ✓

Amendment to preamble of I. L. G. W. U. Constitution.

After the words on the 12th line reading "Resolved, that the only way to acquire our rights as producers and citizens, and to," strike out the words "be enabled, etc., ending with "to organize a union," and substitute the following words: "Bring about a system of society whereby the workers shall get the full value of their product, is to organize industrially into a class conscious labor union politically represented on the various legislative bodies by representatives of their own party and class." Also substitute the word "industry" for "trade" right to the end of the preamble wherever it occurs.

M. Finkelstein, W. Barcan, I. Press, J. Elkin, S. Chanser, Local No. 11; A. Sherer, Local No. 17; Geo. Wishnak, Local No. 23; Meyer Brass, Local No. 68; Morris Sirota, Local No. 50; H. Klein, Local No. 41; D. Nisnewitz, M. G. Leader, M. Cohen, Local No. 17; S. Lefkowitz, Local No. 9.

The majority of the committee is to reject and the minority report to accept.

On motion the minority report was carried.

Delegate Berkowitz for the Grievance Com. Read the Following Communication:

To the Convention of the International Ladies' Garment Workers Union.

Chairman and Delegates: At the previous convention of the International Ladies' Garment Workers, held at Boston, Mass., it was resolved that whereas, Local No. 17 has been organized for the sole purpose of organizing and controlling Infant Cloaks and Reefers, and whereas coats from sizes 32 to 44 cannot be called reefers, for a reefer is a child's garment, therefore Local No. 17 shall get a new charter with the name of "Infants Cloaks and Reefer Operators Union," which means that they are to control the reefer operating only.

After 2 years have elapsed we find that instead of controlling the reefer trade, they have driven this line of work into shops of children jacket makers, most of them under the jurisdiction of Local No. 10 United Garment Workers Union, and many non-union shops of the above-named trade.

The firms that used to make the reefers are now making juniors, misses and ladies' coats at prices that were always paid for reefers.

The result is that our seasons are very short, and that our members are forced to wait for the retail trade only, which lasts a very short time, with only 6 months' work during the year, whereas years ago the wholesale trade, or jobbing, kept most of our members at work 9 and 10 months during the year.

As an illustration of the prices and conditions of a few shops controlled by Local No. 17, we cite below a statement of these prices to enable you to compare them with the same line of work in shops controlled by our Joint Board.

Weinstein Brothers of 139 Spring street, a shop controlled by Local No. 17, is making cloth, caracul and plush and chinchilla coats. The firm sells from eight to ten thousand garments a week, at prices so low, that they kill all competition in the market. We show here what price they pay for labor. Compare same with firms who used to overflow the market with this same line of work, where now our members are idle, waiting in the shops for a few special orders. After this firm was on strike, called out by Local No. 17, for 4 weeks, the following prices were settled:

Caracul coats, sizes 32 to 44, linings sewed by machine, operating 34c., of which 1 $\frac{1}{2}$ c. is deducted for sewing in sleeves, leaving 32 $\frac{1}{2}$ c. for the operating of the coat. Plush coats are settled 5c. more than caracul. Pockets in

linings of plush coats 5c. extra. Pockets in linings of caracul coats no extra charge. Facing on these coats 5c. extra. Finishing on all these coats 7c.

Meyer Vessel, of 41 Division street, where pluses were always lined by hand, refused to settle prices for plush and caracul coats with our committee, claiming the same privilege as Weinstein Brothers, to have the linings sewed in by machine, and the prices settled the same as the above-named firm. He has submitted proof that he cannot sell his pluses or caraculs on the market and that the above-named firm undersells him with \$1.00 and more on the same identical coats. The prices that he paid until now show that he is right. The following price list of plush and caracul were settled by Mr. Vessel last year. The cheapest caracul with a cotton lining, no interlining, were settled as follows:

375—for operating 45c., finishing 70c.
140—for operating 45c., finishing 90c., pockets 5c. extra.

Plush coats, the cheapest, with a cotton lining, no interlining:

	Operating	Finishing
476	60c.	90c.
447	70	\$1.00 satin lined
492	75	1.15
503	75	1.30
441	70	1.20
134	70	1.10

Basting foundation on any plush or caracul coats 20c. extra for finishing.

	Operating	Finishing
532	75	1.10
132	70	1.30
440	75	1.10
505	75	1.10

For the same coats Meyer Vessel now wants to pay the same prices as Weinstein Brothers. Mr. Leader, the manager of Local No. 17, who was invited to accompany us on a visit to this firm, was convinced that this work is made exactly as that of Weinstein Brothers.

Niven & Co., a firm who up till this season employed 60 machines on plush and caracul only, paid our members prices enabling them to make a decent living. Their cheapest caracul coat was paid 70c. for operating and 95c. for finishing, not including basting ornaments or buttons. Their cheapest prices for a size of 12 caracul coat was 65c. for operating and 75c. for finishing. Their cheapest plush coat was 80c. for operating and 95c. for finishing for linings only, no basting and no buttons. The

latter was made by basters and button sewers. This firm claimed that they are forced to go out of business, unless we will allow them to sew linings by machine, and settle the same prices as Local No. 17. For this reason we had this shop 13 weeks on strike, refusing to concede their demands and were finally forced to give in, allowing them to do what they pleased, reducing the price from \$2.00 for the cheapest coat for operating and finishing to 35c. or 40c. for operating and 10c. or 15c. for finishing. These prices this firm offers to give us now.

Here is another instance where our members are forced to starve, because they refuse to work for starvation prices.

Greenberg Brothers, of 120 Wooster street, a shop under the control of the Joint Board, asked the down-town office to settle prices on plush and caracul. When our price committee demanded a price, the same as paid by Meyer Vessel and other firms under our control, he refused to settle prices, and ordered 4,000 coats from the West End Cloak Company of 100 Greene Street, a shop controlled by Local 17, where the following prices were settled: No. 800, plush sizes 32 to 44, operating 32c.; finishing, 3c. and button sewing 1c.; No. 608, chinchilla, the same sizes, operating, 22c.; finishing, 3c.; No. 602, chinchilla, smaller sizes, operating 18c. and finishing 3c.

Edelson & Shapiro of 145 Greene Street, a shop controlled by Local 17, settled the following prices on cloth coats, with the aid of a committee of their local.

	Operating	Operating	Operating
702	40c.	761	65c.
705	47c.	721	55c.
730	58c.	704	42c.
746	58c.	733	62c.
722	55c.	709	35c.
751	48c.	736	65c.
		720	42c.
		760	43c.
		755	65c.
		757	46c.
		747	45c.
		752	63c.

All coats for finishing, 7c.; all coats are from 48 to 54 inches long, single stitched and double stitched. The coat settled for 62c. and 65c. for operating would fetch in our shops more than double the price.

Marks and Co., of 96 Canal St., always complains that he cannot be in the market because Edelson & Shapiro is his main competitor. The cheapest cloth coat settled is No. 154, operating, 60c.; finishing, 20c.; No. 118, operating, 70c.; finishing, 20c.; No. 136, operating, 75c.; finishing, 20c.; No. 132, operating, 65c.; finishing, 20c. All these coats are the plainest, single stitched, 1 or 2 pockets, un-

lined. This is about the cheapest line of work in the market.

Honigberg & Albert, 361 Canal St., who were making this cheap jobbing line of coats, were forced to give up business, because, they claim, having been foolish enough not to sign with Local No. 17. Their line of work was children and misses cloaks. Our prices settled with them were No. 801, the cheapest coat in the house, 65c. for operating and 20c. for finishing, up to No. 703, which is \$1.00 for operating and 25c. for finishing.

We at present control a shop whose specialty is reefers, only sizes 8 to 14, as at D. Feld, of 38 E. Broadway, where a coat size 8, lot 200, fetches for operating 40c. and finishing 20c. and some coats ranging up from \$1.10 for operating and 55c. for finishing. The enclosed price list will prove same; also Milbaur, of 41 Broome St., a shop controlled by us, the cheapest children's coat is \$1.00. We settled for operating, 55c. and 60c., and finishing, 20c. to 30c., as the enclosed list will show.

We ask the grievance committee to take these things into consideration and to give their proper decision, in order to protect the trade.

Saul Metz, H. Wagner, M. Stelzer, F. Rosenberg, M. J. Ashpis, Local No. 1.

Resolution No. 49

Whereas, the Boston convention has resolved to change the charter of Local No. 17 to read "Infant and Reefer Operators Union," and

Whereas, the G. E. B. has hitherto not carried out that resolution, be it therefore

Resolved, to instruct the incoming G. E. B. to carry out that resolution within thirty days after this convention and to order the Joint Board of New York to appoint a committee on or before July 1, 1912, to classify the shops and that those employees engaged on cloaks shall belong to Local No. 1, while those working as infant and reefer operators shall belong to Local No. 17, and be it further

Resolved, that in the event of Local No. 17 refusing to transfer the shops not under its jurisdiction to Local No. 1, the G. E. B. shall be empowered to revoke the charter of said local.

S. Metz, S. Stelzer, F. Rosenberg, S. Slotchin, H. Wagner, Local No. 1.

The majority report of the committee is:

Having heard the charges of Locals Nos. 1 and 9 against Local No. 17 and also the report of the special committee appointed by the last G. E. B., which investigated 20 shops

making ladies' cloaks and 3 manufacturing children's reefers exclusively, the committee therefore recommends that the charter of Local No. 17 be changed to read: "Infant and Reefer Operators Union Local No. 17" and that the other members of Local No. 17, who are not such operators, shall join their respective crafts, and be it further resolved, that the incoming G. E. B. shall enforce this not later than July 30, 1912.

The minority report of the committee is that "All those who are not reefer operators shall be referred to their respective locals."

After a lengthy discussion, in which Delegates Leader, Glickman, Goldofsky and Wagner participated, it was decided to adjourn the debate until Wednesday. Convention adjourned at 6 P. M.

Wednesday, June 12, Morning Session

President Rosenberg in chair.

Upon motion agreed that roll call and reading of minutes be dispensed with.

The following telegrams were read:

New York, June 12, 1912.

To the 11th Convention of the I. L. G. W. U., Labor Temple, Toronto, Can.

Information indorsing general strike of the Ladies' Waist and Dressmakers received. The workers were anxious to take up the fight for better conditions in their trade. The support of the International Union assures, beyond doubt, a successful outcome of the impending fight. Success in your further deliberations.

Ladies Waist & Dressmakers Union,
Local No. 23.

New York, June 12, 1912.

To the 11th Convention of the I. L. G. W. U., Labor Temple, Toronto, Can.

Local No. 68 most emphatically protest against the revocation of their charter, and request the convention not to do anything which may lead to the dissolution of their organization.

Cloak & Skirt Pressers Union,
Local No. 68.

Delegate Dyche moved the reconsideration of Amendment 56 to Article 19, Section 6. This having been carried, it was agreed to omit the words "involved in strikes." The section as amended to read as follows:

"No local union shall have the right to make any payments out of its regular revenue, such as dues, initiation fee, fines or assessments for

any other purpose except the regular expenditure of the union or any strike benefits, or donations to other labor organizations. Donations and contributions for other purposes outside of those specified above must be raised either by voluntary contributions or by the creation of a special fund by the local union. Any treasurer or financial secretary or other officers making payments in violation of this rule shall be subject to legal prosecution."

John A. Dyche, J. Abramsky, Local No. 23;
Reuben Bernstein, Local No. 9.

Concurred in.

The debate on the appeal and Grievance Committee Report relative to Local No. 17 was resumed.

After a lengthy discussion, in which Delegates Polakoff, Jacobinsky, Leader, Metz, Wagner, Schlesinger and Attorney Meyer London participated, it was moved and seconded that the minority report of the committee, namely, "All those who are not reefer operators shall be transferred to their respective locals," be concurred in, and on a roll call 68 voted in favor and 35 opposed the motion.

Ayes: M. Ashpis, A. Axelrod, N. Leventhal, S. Metz, S. Ringer, A. Rosenberg, M. Stelzer, Harry Wagner, Simon Zlotchin, Max Amdur, David Cohen, Reuben Bernstein, Luigi Casato, Aldo Cursi, Morris Deitch, Philip Greifer, J. Halpern, M. Kushner, Sam Lefkowitz, A. Mitchell, Salvatore Ninfo, Meyer Palefsky, Solomon Polakoff, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, I. M. Lapidus, S. Reitzin, Barnett Levitt, David Shapiro, Jacob M. Singer, Morris Goldman, Max Albert, Max Brodfield, Frank Comunale, Jacob Kaplan, Meyer Perlstein, Harry Wandler, Abr. Baroff, Miss Clara Lemlich, Elias Reisberg, Sam Spivack, Benj. Witashkin, Rosaline Boungiovanni, Morris Goldovsky, B. Greenko, J. Kinbarovsky, J. Limanovsky, Abraham Shavelson, Morris Sigman, Sam Teichman, J. Braslavsky, Harry Klein, Harry Berkowitz, Harry Dubinsky, Louis Lauffer, Max Lubow, Morris J. Cohen, Meyer Rosenberg, Joe Kaplan, Jacob Glickman, Abraham Kirzner, H. Altman, Abraham Groban, Emma Betz, Isidore Sheff.

Nays: M. Grishkan, Jacob Katz, Charles Beaver, Jesse P. Cohen, Isadore Epstein, Samuel Martin, John F. Pieret, John C. Ryan, H. Salutin, Max Cohen, Isaac Fabricant, Morris Jacobinsky, Daniel Nianewitz, Abraham Sherer, Joseph Abramsky, John A. Dyche, Geo. Wijnak, Sigmund, Haiman, S. N. Rosen-

berg, Sam Schwartz, Miss Margaret Casey, Miss Florence O'Connor, S. Labensohn, Abraham Steinberg, Ab. Churgin, Samuel Glassman, Miss Myrtle Parsons, James Law, Douglas Webb, Louis Galinsky, Anna McGinty, Joseph Welkofsky.

Delegate Berkowitz for the Grievance Committee.

Resolution No. 50

Whereas, the Ladies' Tailors and Dressmakers Union Local No. 38, at their last general strike abolished the piece work system and established Saturday work till one (1) P. M., and

Whereas, in all the department stores of the City of New York, especially those where exclusively ladies' tailors are employed, work is operated under the piece work basis and Saturday all day, and'

Whereas, only a very small number of stores are controlled by the Joint Board, and

Whereas, as long as all the department stores are working under the piece work basis and Saturday all day, our shops, working under the week work system and Saturday till 1 P. M., are endangered thereby, be it therefore

Resolved, that all the department stores where exclusively ladies' tailoring work is operated be transferred to the jurisdiction and control of Local No. 38.

S. Rosman, George Slatin, M. Spivak, J. Goldstein, Thos. Kratina, A. Solovioff, Local No. 38.

The committee recommended that after Local No. 38 has been under the supervision of the G. E. B. for 6 months, this resolution shall be referred to the Board to find ways and means to put matters in right shape.

Upon motion the recommendation of the committee was rejected and a motion carried, to give jurisdiction to Local No. 38 in accordance with the terms of the above resolution as soon as the affairs of the Local have been brought into proper shape by the G. E. B.

J. Katz for the Organization Committee.

Resolution No. 51

Whereas, all efforts to better the conditions of the workers in our trade will be in vain so long as we will not get at the root of the evils, and

Whereas, the mother of all evils is competition between the workers themselves and we cannot do away with such competition so

long as the labor market is overflowed, and

Whereas, we cannot otherwise check this overflow than by shortening and regulating the hours of work according to the demand of the market, and

Whereas, a general strike in any industrial city is not certain of success so long as the manufacturers involved in that particular city are able to find other laboring markets where they can produce their work in localities unaffected by the strike, and

Whereas, it is the aim of the I. L. G. W. U. to effectively use the class consciousness of its members throughout the North American continent in order to unionize the workers and eventually secure to them their full rights, be it therefore

Resolved, that this eleventh convention goes on record as favoring an agitation for a universal eight-hour day's work in all branches of the ladies' garment industry, and be it further

Resolved, that for the purpose of carrying on such an agitation a special assessment of 10 cents should be levied on every member of the International Union, which fund shall not be used for any other purpose but for the eight-hour day agitation.

The committee reported favorably.

Upon motion the entire subject was referred to the incoming General Executive Board.

Resolution No. 52

Whereas, the members of the I. L. G. W. U. are working for any wages that are offered them, be it

Resolved, to adopt a uniform scale of wages for all branches of the trade.

• E. Schechtman, E. Betz, J. B. Cincinnati.

The committee recommends that through the Bureau of Investigation referred to in a previous recommendation the incoming G. E. B. shall compile a report to the next convention in regard to wages and various other conditions and if necessary the next convention shall devise ways and means of reaching a uniform scale of wages for all workers in all branches of the ladies' garment trade. Concurred in.

Resolution No. 53

Whereas, Local No. 90, Buffalo; Local No. 30, Albany, Local No. 60, Troy, N. Y., and the adjacent localities of Schenectady, Gloversville, Woodsville, demand organizers, and

Whereas, Local No. 32, Peekskill and Poughkeepsie, N. Y., where forty girls, working in one shop, keep up the Union and claim

that if the International Officers were to make any attempt to organize the rest of the workers in Peekskill and vicinity, they would easily meet with success, therefore be it

Resolved, to instruct the incoming G. E. B. to send two organizers, a woman and a man, to that territory for three months.

The committee reported favorably. Carried.

Resolution No. 54

Whereas, the headquarters of the International Ladies' Garment Workers Union is too remote to give prompt service at the opportune time in the West, be it

Resolved, to establish a branch of the I. L. G. W. U. in the Western States.

E. Schechtman, E. Betz, J. B. Cincinnati.

In view of similar resolutions from Chicago, Local No. 71, and Detroit, Mich., Local No. 95, the committee recommends to establish a branch of the I. L. G. W. U. in Chicago, at an expense not exceeding \$100.00 per week, under the management of an organizer appointed by the G. E. B.

Upon motion the recommendation of the committee was carried by 37 for and 18 against.

The meeting adjourned at 12:45 P. M.

Wednesday, June 12, Afternoon Session

President Rosenberg in chair.

Roll call, absentees: Reuben Bernstein, Aldo Cursi, Samuel Chancer, Joseph Elkin, Max Finkelstein, J. Kivenco, David Shapiro, Meyer Perlstein, George Wishnak, M. Sigman, S. Haiman, Morris Goldofsky, J. Kimbarofsky, Harry Lubinsky, J. Braslover, Louis Kalis, S. Labensohn, Louis Lauffer, Max Lerner, M. Shuster, Myrtle Parsons, Paul Westerville, Douglas Webb, John Baka, A. Madow, Louis Galinsky, H. Altman, Abraham Groban, Louis Cohen, Anna McGinty, Sam Berman, Joe Creas.

Upon motion agreed to remain in session until the business of the convention is completed.

Delegate Kata for the Organization Committee.

Regarding that part of the President's report referring to the organizing of the Corset Workers in the New England States, the committee recommends that the incoming G. E. B. shall call a meeting to discuss this particular question and to find ways and means to organize this craft. The committee further recommends that only such organizers who have

had some experience in this trade should be engaged. Referred to the G. E. B.

Resolution No. 55

Whereas, about 75 per cent. of the ladies' garment workers are still unorganized, and

Whereas, this unorganized mass is a standing menace to the organized workers in our trade, tending to reduce their standard of living established after our general strike, and

Whereas, from the industrial standpoint both men's and women's garment trades are very close to each other, therefore be it

Resolved, that the incoming General Executive Board be instructed to call a conference with the officials of the United Garment Workers of America to draw up plans to form, if possible, one International Union of these two departments of the needle trade.

S. Polakoff, Local No. 9.

A similar resolution signed by Delegates Metz, Stelzer, Axelrod, B. Fried, H. Wagner, Slotchin and Rosenberg, of Local No. 1, was also referred to the committee.

The committee recommends the acceptance of the above resolution. Concurred in.

Resolution No. 56

Whereas, the existence of Local No. 11 of Brooklyn is not in accordance with Article 13, Section 4. of our Constitution, as locals of crafts controlled by Local No. 11 have long since been established in New York City, and these locals now enjoy a prosperous existence, and

Whereas, Brooklyn is a part of the City of New York and no two locals of the same craft may exist in one city, and

Whereas, practical and material necessities demand that Local No. 11 be absorbed by the New York locals of the same craft, separation having already proved detrimental to the New York Cloak and Skirt Operators and Finishers, and

Whereas, the unifying of the New York and Brooklyn workers of our craft would do away with jealousies and personal animosities, be it therefore

Resolved, that all the members of Local No. 11 of Brooklyn be transferred into the New York locals of the various crafts which they belong to not later than July 31, 1912.

R. Boungiovanni, Sam Teichman, Morris Goldofsky, B. Greenko, J. Kimbarofsky, J. Limanofsky, A. Shavelson, H. Lubinsky,

Morris Sigman, J. Braslover, Local No. 35. Another resolution to the same effect, signed by Meyer Perlstein of Local No. 23 of New

York, was also considered by the committee. After considering the various statements made the committee recommended the rejection of the above resolution on the ground that it has not been proved that Local No. 11 is in any-way detrimental to the other members affiliated with the Joint Board of New York.

Motion made and seconded that the report of the committee be accepted. After a lengthy discussion, in which Delegates Finkelstein, Dyche, Barcan and Leader participated, the question of revoking the charter of Local No. 11 was put to a roll call, which resulted in 70 delegates voting for the recommendation of the committee and 25 against.

Ayes: M. J. Ashpis, Abr. Axelrod, S. Metz, Abraham Rosenberg, Harry Wagner, Simon Slotchin, Max Amdur, M. Grishkan, Jacob Katz, David Cohen, Reuben Bernstein, Morris Deitch, Ab. Mitchell, Meyer Palefsky, Solomon Polakoff, Charles Beaver, Jesse P. Cohen, Isidore Epstein, Samuel Martin, John F. Pierce, John C. Ryan, William Barcan, Samuel Chancer, Joseph Elkin, Max Finkelstein, Jacob Press, I. M. Lapidus, S. Reitzin, H. Salutin, Max Cohen, Isaac Fabricant, Morris Jacobinsky, Daniel Nisnewitz, Abraham Sherer, Barnett Levitt, David Shapiro, Jacob Singer, Morris Goldman, Max Albert, John A. Dyche, Jacob Kaplan, Harry Wander, Abr. Baroff, Clara Lemlich, Benjamin Witashkin, Israel Feit, S. N. Rosenberg, Margaret Casey, Florence O'Connor, Harry Klein, Harry Berkowitz, Morris Sirota, S. Labensohn, Louis Laufer, Morris Cohen, Meyer Rosenberg, Meyer Brass, Joe Kaplan, Samuel Glassman, Jacob Glickman, Myrtle Parsons, James Law, Louis Galinsky, Abraham Kirzner, H. Altman, Abraham Groban, Anna McGinty, Joseph Wellkoffsky, Emma Betz, Isadore Sheff.

Noes: Nathan Leventhal, Samuel Ringer, Frank Rosenberg, Morris Stelzer, Luigi Casato, Aldo Cursi, Philip Greifer, J. Halpern, M. Kushner, Sam Lefkowitz, Salvatore Ninfo, J. Abramaky, Max Brodfield, Frank Communal, Harry Kleinman, George Wishnak, H. Lieberman, Sam Spivack, R. Boungiovanni, B. Greenko, J. Limanovsky, Morris Sigman, Miss Kaufman, Max Lubow, Abraham Steinberg, Ab. Churgin.

Resolution No. 57

Whereas, the General Executive Board led the general strike of the Cloak and Skirt Makers Union of New York in 1910, and brought it to a successful issue, therefore be it

Resolved, that this convention order a resolution engrossed in gold letters thanking those members of the General Executive Board who took an active part in that movement.

Morris Deitch, Local No. 9.

The committee recommended its rejection on the ground that in conducting that strike the G. E. B. simply attended to their ordinary duties and expect no special praise therefor. Concurred in.

Resolution No. 58

Whereas, many of the locals outside of New York have no knowledge or experience of conducting their affairs or their meetings and sometimes endanger their existence and cause needless expense to the organization as a whole, therefore be it

Resolved, that district organizers shall be appointed to attend local meetings not less than once in every six months.

S. Berman, J. B. Albany and Troy.

The committee recommends the acceptance of this resolution. Concurred in.

Resolution No. 59

Whereas, there are in New York State many thousands of unorganized women workers working long hours for deplorable wages, and

Whereas, it is hard to organize the American women workers without a general strike, therefore be it

Resolved, that this convention sanction a general strike for 50 hours of all the combined workers in the trades where the majority are women workers, not later than January, 1913.

H. Klein, Local No. 41; Celia Kaufman, Local No. 62; Morris Sirota, Local No. 50; William Barcas and S. Chancer, Local No. 11; S. Spivack, Local No. 25; R. Reisberg, Local No. 25; B. Levitt, Local No. 20; B. Greenko, Local No. 35; Morris Jacobinsky and Max Coben, Local No. 17; M. Perlstein, Local No. 23.

The committee recommends that this matter be referred to the incoming General Executive Board. Concurred in.

Resolution No. 60

Whereas, Local No. 53, Amalgamated Ladies' Garment Cutters Union of Philadelphia, has been in existence for over eighteen months and so far has not succeeded in accomplishing anything in the way of improving conditions, shortening hours of labor and increasing the wages of the cloak and suit cutters of that city, and

Whereas, the standard of wages has a tendency of decreasing instead of increasing,

while the working hours reach as high as sixty per week, and

Whereas, the present administration supported by the entire membership is in favor of some steps being taken for the advancement of the welfare of the Union, therefore be it

Resolved, to present general demands to the cloak and suit manufacturers of Philadelphia, to bring the conditions of the cutting trade there up to those now prevailing in New York, and that the Toronto Convention sanction a general strike of the entire trade, if need be, to be called this season, should the manufacturers refuse to grant these demands, and be it further

Resolved, that the incoming General Executive Board shall make special efforts to organize the workers in the cloak and skirt trade of Philadelphia to prepare them for the struggle.

Harry Steinberg, Secretary; Louis Scarf, President, Local No. 53.

The committee recommends that this matter be referred to the incoming General Executive Board. Concurred in.

Resolution No. 61

Whereas, the wrapper and kimono trade is in such a condition as to compel the workers to live with their families below the ordinary human standard of life, causing competition between the employers and also between the employees, and while the cost of living is constantly rising and the earnings of the employees are becoming lower and, as we know from bitter experience, that the effort to do away with the evils of the trade by organizing single shops and fighting individual manufacturers to compel them to pay living wages and grant better conditions must prove useless while the majority of the employers get their work done for next to nothing and thus force the fair employer out of business, and as we have many times applied to the General Executive Board for sanction of a general strike and our request has not been granted, therefore be it

Resolved, by this 11th Convention to indorse a general strike in our trade for 50 hours not later than January, 1913.

H. Klein, Local No. 41.

The committee recommends that this matter be referred to the G. E. B. and, if they find it necessary, to call a strike. Concurred in.

Resolution No. 62

Whereas, the membership of Local No. 8, Cloak and Suit Tailors Union of New York,

includes finishers, sample makers, piece tailors and alteration hands, and

Whereas, there is a great dissatisfaction among the members of those various branches of which this local is composed, and

Whereas, the number of members of Local No. 9 reaches to about 15,000 and is much too large for one single organization to be managed satisfactorily, therefore be it

Resolved, that the jurisdiction of Local No. 9 be confined to finishers only and that separate charters be issued to the piece tailors, sample makers, as well as the alteration hands.

John A. Dyche, Local No. 23.

The following communication was received from Joseph Shiller, secretary of the sample makers branch:

At a meeting of the cloak and suit sample tailors (week workers) and piece tailors (those making the whole garment), assembled this 29th day of May, 1912, at Clinton Hall, 151 Clinton Street, New York City, the following resolution was passed unanimously and it was decided to forward the same to the 11th Convention of the International Ladies' Garment Workers Union:

Whereas, the present local union, known as Local No. 9, consisting of various branches and of different crafts, cannot have the moral effect and is not in a position to maintain harmony and unity among its members, and

Whereas, we, members in good standing, consisting of sample tailors and piece tailors, are fully aware of the fact that we are within our rights and reason in demanding a local union, therefore be it

Resolved, that we, sample tailors and piece tailors, assembled for the welfare of our organization and our trade, ask the Eleventh Convention of the I. L. G. W. U. to grant us a separate charter.

Joseph Shiller, Secretary.

The majority report of the committee is to reject. The minority report of the committee is to refer this matter to the G. E. B. to work out a plan as to how this local should be divided to meet the satisfaction and consent of all of its members.

Upon motion, the recommendation of the minority to refer the matter to the G. E. B. was accepted.

Resolution No. 63

Whereas, the present system of our industry has led to the manufacturers combining into large organizations of their class, aiming to fight organized labor, and

Whereas, in order to be able to stand our

ground against combined capital, we must use the same methods and ways as our enemies do and make our strikes more effective and the results more successful, therefore be it

Resolved, that all the workers engaged in the making of ladies' garments in their factories, such as cutters, operators, tailors, finishers, examiners, shipping clerks, etc., be eligible as members of the International Ladies' Garment Workers Union.

M. Finkelstein, Local No. 11; A. Sherer and

M. Cohen, Local No. 17.

The committee unanimously rejected this on the ground that we are an International Union of Ladies' Garment Workers. Concurred in.

Resolution No. 64

Whereas, attending the convention of the I. L. G. W. U. entails a large expense for all locals, be it therefore

Resolved, that the I. L. G. W. U. shall pay half of the expenses of the delegates for the next convention.

S. Berman, Joint Board, Albany and Troy.

The majority report of the committee is to reject this resolution. The minority is to accept. The report of the majority was carried.

Resolution No. 65

Whereas, the Cloak pressers outside of New York still work by the piece, and

Whereas, to the best of our ability we must arouse the sentiment in favor of week work for the pressers, and

Whereas, the present piece work system causes one Union man to compete with another, each trying to become the employer's favorite and

Whereas, a piece presser in order to earn more, produces more work than can be done on an ordinary workday, throwing other pressers out of employment by so doing, therefore be it

Resolved, That in all the localities where the International Union has jurisdiction, the sentiment of week work for the pressers be aroused, and corresponding action be taken to achieve this end.

Morris Sigman, Delegate Local No. 25.

The committee recommended that this matter be referred to the General Executive Board which should be instructed to act upon the same as soon as possible. Concurred in.

Resolution No. 66

Whereas, A number of New York manufacturers have adopted a policy of removing their shops to country places in order to escape complying with union conditions, a policy

which, if not strenuously opposed, might do incalculable harm to the locals of New York, which are the backbone of the International Union, therefore be it

Resolved, To instruct the incoming General Executive Board to put forth energetic efforts in co-operation with the New York locals, to organize the shops in all country places around New York and thus do away with the dangerous competition caused thereby to the locals of New York.

(Signed) S. Metz, S. Slotchin, H. Wagner, M. Stelzer, Local No. 1.

The committee recommended that the incoming G. E. B. should take this matter up not later than at the first quarterly meeting. Concurred in.

Resolution No. 67

Whereas, Several requests came in from our Western States that the I. L. G. W. U. have their headquarters out West, and

Whereas, the trade in New York is already organized and the services of the International officers are mostly needed out West, therefore be it

Resolved, That the I. L. G. W. U. move their headquarters from New York to Chicago, which is the centre of the West.

H. Wagner, Local 1.

The committee recommends the rejection of the above resolution. Concurred in.

Resolution No. 68

Whereas, The Boston Locals No. 56, 12 and 73 are not in a position to improve the deplorable conditions prevailing at present, and

Whereas, the Boston Unions are anxiously waiting for the General Office of our International Union to take action to improve the above conditions, be it therefore

Resolved, That the convention instruct the incoming Executive Board to take immediate action to improve the conditions there and that the General Executive Board hold their next meeting in Boston.

H. Dubinsky, Local No. 56.

The committee recommended that the incoming G. E. B. should act upon this matter and it is for the G. E. B. to decide where the next meeting should be held. Concurred in.

Resolution No. 69

Whereas, We, the members of the Cloak and Suit Cutters Union, Local No. 48, of Cincinnati are compelled to work for wages ranging from \$12.00 to \$16.00 per week, and our employment does not last more than eight months in the year and

Whereas, According to these conditions we are unable to meet the high cost of living, and

Whereas, We are preparing to present to our employers a demand for a minimum wage of \$18.00 per week, and are doing all in our power to get support of every member of Locals No. 63, 85 and 98 of our city, be it therefore

Resolved, That this convention also endorse our reasonable demand.

(Signed) Frank Bonsal, President.

Dennis Cronin, Sec'y.

Committee reports that this matter be referred to the incoming G. E. B. Concurred in.

Resolution No. 70

Whereas, For the past two years we have succeeded in organizing in St. Louis 80% of our trade and we would have succeeded in organizing the whole trade and better the conditions of our members if it were not for the fact that some manufacturers went out of business, a thing which does not happen every day, and

Whereas, This has demoralized our members and scared them away from the union and the circumstances are such that only a general move will put things in order, be it therefore

Resolved, To give full power to the General Office to prepare for and call a General Strike in the city of St. Louis whenever they find it necessary. Jacob Glickman, Local No. 78.

The committee recommended that the incoming General Executive Board shall investigate conditions in St. Louis and shall not take any action unless conditions warrant a general move. Concurred in.

Resolution No. 71

Whereas, There are thousands of unorganized cloak makers both in the United States and Canada to the detriment of the welfare of the already organized cloak makers, and

Whereas, There are tens of thousands of unorganized and consequently very much underpaid working women in the ladies' wearing apparel industry who must be organized and in whose behalf no strenuous efforts have been made, and

Whereas, These unorganized women are a danger and hindrance to the betterment of our conditions, therefore be it

Resolved, That this convention instruct the incoming G. E. B. to establish a competent organizing staff and to carry on systematic organizing work, and be it further

Resolved, That the General Executive Board shall follow out these instructions in all speed.

(Signed) M. Lapidus, A. Salutin, L. Berger, S. Reitzen, Local No. 14; J. Weilkofsky, J. B. of Toronto; A. Kirzner, I. Galinsky, Local No. 92; D. Webb, Local No. 83.

The committee recommended that this resolution be referred to the incoming G. E. B. Concurred in.

Resolution No. 72

Whereas, There is a flourishing Ladies' garment industry in the New England States, where thousands of ladies' garment workers are employed, be it therefore

Resolved, That this convention establish a permanent office in Boston as the headquarters of the N. E. States, with an official representative.

Harry Dubinsky, Local 56.

The committee recommends its rejection. Concurred in.

Resolution No. 73

Whereas, Many of our locals have complained that they are being hindered in their organizing work owing to the deliberate introduction by the U. G. W. of A. of their system of section work in the cloak trade, and

Whereas, It has been proven that in many instances this has been done with the approval of the officials of the U. G. W., and

Whereas, We all know that if section work in the cloak trade be allowed to go any further it would mean the gradual ruin and demoralization of the entire cloak industry, therefore be it

Resolved, That we vigorously protest against the action of the U. G. W. of A., and be it further

Resolved, That the incoming G. E. B. shall do all in its power to check this evil.

The committee recommended that this matter be referred to the G. E. B. Concurred in.

Resolution No. 74

Whereas, at the present time the manufacturers of New York are in a position to make their work in the country because the conditions in the country are not as good as in New York, be it therefore

Resolved, That this convention find ways and means to improve the conditions in the country so as to make it not worth while for the employers to make their work outside of New York.

H. Altman, Local No. 95.

The committee recommended that this matter be referred to the General Executive Board. Concurred in.

Resolution No. 75

Whereas, The button hole makers' Union, Local No. 64, comes into frequent friction with Local No. 224 of the United Garment Workers of America, the members of which encroach on our sphere of employment, working under a very low scale of prices, therefore be it

Resolved, To obligate the United Garment Workers of America to transfer all its members working as button-hole makers on cloaks to the I. L. G. W. U., these members to belong to the button hole makers local where such locals exist, otherwise they shall belong to the cloak makers' union of their respective localities.

(Signed) A. Steinberg, Local No. 64.

The committee recommended its rejection on the ground that we have no jurisdiction over those members affiliated with the U. G. W. Concurred in.

Resolution No. 76

Whereas, In cities outside of New York women workers are employed by the week as button hole makers under a very low scale of wages, which has a depressing effect on the button hole trade of New York, therefore be it

Resolved, That wherever shops are being organized out of New York, the button hole makers shall receive the same scale as prevails in New York City, viz.: \$1.20 for cloaks and 80 cents for reefers.

(Signed) A. Steinberg, Local No. 64.

The committee recommended that this matter be referred to the G. E. B. Concurred in.

Delegate Epstein for the Resolution Committee.

Resolution No. 77

Whereas, there is a constant demand from our locals all over the country for organizers and agitators to organize the unorganized; also to strengthen the weak locals with the assistance of competent organizers, and

Whereas, Many of our local unions are located in different parts of the United States and have never been visited by an International officer due to lack of funds to cover their expenses, therefore be it

Resolved, That the 11th convention of the I. L. G. W. U., assembled at Toronto, Canada, increase the Per Capita from 2½ cents per week to 3 cents, so as to enable the General officers to cover the entire country where ladies' garments are produced.

A. Rosenberg, Delegate, Local No. 1.

Committee recommended its rejection since this matter has already been referred to the G. E. B. by the law committee. Concurred in.

Resolution No. 78

Whereas, Clarence S. Darrow has been a consistent champion of the rights of the working class, and

Whereas, There is a conspiracy on the part of the capitalistic interests to destroy organized labor, and

Whereas, Organized labor has faith in the integrity and honor of Clarence S. Darrow and believes that Darrow is incapable of the offense with which he is charged, be it therefore

Resolved, That the convention of the I. L. G. W. U. express its confidence in the innocence of Clarence Darrow, and be it further

Resolved, That we call upon our local unions and our members to aid Darrow in his fight for his liberty and for his reputation.

The committee recommended its acceptance. Concurred in.

Resolution No. 79

Whereas, Clarence Darrow, who has been one of the best friends of organized labor in the U. S., and for many years has defended the organized workers in the courts against fierce attacks on the part of the capitalists, is now on trial at Los Angeles, Cal., and his resources to enable him to make a thorough defense and to prove his innocence have been exhausted, therefore be it

Resolved, That this convention donate \$100. towards his defense fund.

Max Albert, Delegate, Local No. 23.

The committee recommended its rejection. Concurred in.

Resolution No. 80

Whereas, The President of the I. L. G. W. U. receives a salary which is less than that of some of our business agents, therefore be it

Resolved, That the salary of the President be increased to \$2,000 per year.

Morris Deitch, Local No. 9.

The majority of the committee recommended its rejection. The minority report is that the salary of the President shall be \$35.00 per week. The report of the minority was carried.

Resolution No. 81

Whereas, The General Secretary-Treasurer receives a salary which is less than that of our Local secretaries, and

Whereas, His work is the most responsible and arduous in our International Union, therefore be it

Resolved, That the salary of the General Secretary-Treasurer be increased to \$2,000.00 per year.

Morris Deitch, Local No. 9.

The committee recommended its adoption. Concurred in.

Resolution No. 82

Whereas, In accordance with a decision of the Boston convention the General Executive Board were the leaders of the General Strike of the cloak makers' union in New York and have brought it to a successful end, therefore be it

Resolved, That all these members of the Board who took an active part in the aforementioned strike should be awarded a gold medal.

The committee recommended its rejection on the ground that the officers of the International Body are not expected to work for the interests of its members with any hope of reward in the form of a medal.

Delegate Emma Betz for the Finance Committee.

We, the undersigned Finance Committee, appointed by the President to audit the accounts of the General Office, have examined the books, accounts and all other documents relating to the financial transaction of the International Union, beginning May 1st, 1910, to April 30, 1912, and find them to be correct.

The books show that the International Union has a debt of \$4,680.70 and the sum of \$319.30 in the treasury.

Receipts for monthly journal	\$1,651.17
Expenditures.....	7,515.42

Deficit..... \$5,864.25

Emma Betz, S. N. Rosenberg, H. Altman, Morris Deitch, Reuben Bernstein, J. Abramsky.

The Finance Committee further recommended that the G. S. T. shall be presented with a gold medal as a token of appreciation of his valuable services rendered to the International Union during his term of office.

Upon motion the report of the committee was accepted with the exception of that part relating to the Gold Medal.

Nominations and election of officers was then proceeded with.

Counselors L. A. Katz and Meyer London, and Delegate Schlesinger were appointed tellers.

Delegate J. P. Cohen of Local No. 10, placed in nomination Abraham Rosenberg as President. There being only one nominee for the office of President, the General Secretary-Treasurer was instructed to cast one ballot for Delegate Abraham Rosenberg. Gen. Secretary-Treasurer complied with instructions and declared Delegate Rosenberg duly elected as General President for the ensuing term.

Delegate Morris Deitch of Local No. 9 placed in nomination John A. Dyche for the office of General Secretary-Treasurer for the ensuing term.

There being only one nominee, the General Secretary was instructed to cast one ballot for himself, and was declared duly elected.

Nominations for the office of First Vice-President were then taken.

Delegates Polakoff and Pierce were nominated.

The vote by ballot was then proceeded with which resulted as follows: S. Polakoff, 58 votes; J. Pierce, 49 votes.

President Rosenberg then declared S. Polakoff duly elected as First Vice-President for the ensuing term.

Election for six Vice-Presidents for the City of New York was then proceeded with. The following were nominated:

J. Pierce, Morris Sigman, A. Mitchell, S. Slotchin, Geo. Wishnak, B. Witashkin, Luigi Casato, Harry Kleinman, Aldo Cursi, Sam Martin, S. Lefkowitz, A. Baroff, John Ryan, Meyer Perlstein, Isidore Epstein, I. Sheff, Salvatore Ninfo. Delegates: G. Wishnak, J. Pierce, Aldo Cursi, Sam Martin, A. Baroff, John Ryan, M. Perlstein and I. Epstein declined.

General Secretary-Treasurer declared the vote as follows: Morris Sigman, 82; S. Lefkowitz, 65; Harry Kleinman, 60; B. Witashkin, 57; A. Mitchell, 50; S. Slotchin, 50; L. Cassato, 37; I. Sheff, 37; Salvatore Ninfo, 26.

President Rosenberg declared Delegates Sigman, Lefkowitz, Kleinman, Witashkin, Mitchell, and Slotchin elected as Vice-Presidents for the city of New York.

For members of the G. E. B. outside of New York the following were nominated: H. Berkowitz and I. S. Feit of Cleveland, M. Lapidus and J. Welkofsky of Toronto, Harry Dubinsky of Boston, Morris J. Cohen and

Meyer Rosenberg of Toledo, David Cohen of Baltimore, Max Amdur and J. Katz of Philadelphia, J. Glickman of St. Louis, and H. Strassburg of Chicago. Delegates Glickman, Meyer Rosenberg and J. Welkofsky declined.

General Secretary-Treasurer declared the result of the ballots as follows:

J. Lapidus, 79; Harry Dubinsky, 74; I. S. Feit, 65; Max Amdur, 58; H. Strassburg, 55; David Cohen, 53; Morris J. Cohen, 46; J. Katz, 46; Harry Berkowitz, 35.

President Rosenberg declared the following elected as Vice-Presidents for the ensuing term: J. Lapidus, Harry Dubinsky, I. S. Feit, Max Amdur, H. Strassburg and D. Cohen.

For delegates to the American Federation of Labor Convention the following were nominated: A. Baroff, M. Rosenberg, William Barcan, A. Rosenberg, Aldo Cursi, John A. Dyche, Harry Dubinsky, S. N. Rosenberg; delegate A. Baroff declined.

General Secretary Treasurer declared the vote as follows: John A. Dyche, 53; A. Rosenberg, 52; M. Rosenberg, 52; Aldo Cursi, 44; W. Barcan, 22; S. N. Rosenberg, 26; and Harry Dubinsky, 17.

President Rosenberg declared the following elected as delegates to the next Convention of the American Federation of Labor: John A. Dyche, A. Rosenberg, M. Rosenberg, Aldo Cursi.

President Rosenberg appointed Delegates I. Sheff, Joint Board of New York, J. Halpern, Local No. 9, and J. Pierce, Local No. 10, to serve on a committee to devise ways and means for conducting a General Strike of the Ladies' Waist Makers of New York, and also of Local No. 20, Raincoat Makers of New York.

President Rosenberg then called upon Delegate Schlesinger to install the newly elected officers. In installing the officers Delegate Schlesinger congratulated the International Union upon the unprecedented progress made within the past two years. He had never dreamt that such progress was possible within such a short time. He hoped that the newly-elected officers would acquit themselves with credit and would perform the duties of their office working for the cause of unionism with all their heart and soul.

The convention concluded at 8 P. M. with speeches by President Rosenberg, General Secretary Dyche and Counselor Meyer London which were greeted with great enthusiasm.

			10.00	10.00
Year Reduction of Hours in One Shop to 10	3	41.00	25.00	
Amount Gained More than by Reduction	... ...	5,000.00	100.00	
				Prohibited from interfering with strike breakers
		100.00	4,000.00	2
100.00	2	2.00	21.00	10.00
			250.00	60.00
Improvement				
Reduction of Hours Gain in Wages; Recor- d of Committee	... ...	1	112.00	21.00
1,000.00			160.00	400.00
Recognition of Dele- gates to Wage Committee to Work Week	... ...	162.00		10 & 15c. \$15 & \$50c. \$1
215.00			5.00	35.00
Organization of Better Conditions	... ...	605.00	25.00	15c. 25.40 ...
for Over- all Better Conditions	... ...	204.00	20.00	15c. 25.00 ...
Conditions	15c.	General Improvement	1	11.00
			150.00	250.00
of Union	15c.	When we are well Organized	1	11.00
Costs, Losses etc.	17.00	2.00	5.00	13 1/2c. 3.00 1,000
4,000.00	1	2,742.00	112.00	15c. 10.00 ...
Saturday Half Holiday in I Show Increase in Wages	... ...	112.50	500.00	10 & 15c. \$50c. & \$1 2
207.50	... ...	22.00		15c. .35 ...
61.00		10.00	30.00	15c. 3.00 ...
Partial Recognition of the Union	4	150.00		15c. 1.00 ...
Committee	11.00	1		15c. 2.00 ...
200.00	1			15c. 1.00 ...
Against Distribut- ion of Leaflets No Meeting				15c. 1.00 ...
110.00	1			15c. 1.00 ...